



## AOI Diversity and Equality Action Plan

Following a survey and conversations in the second half of 2020, The AOI have determined five areas of action to address Diversity and Equality in the industry.

We recognise that some are short term actions, and others are longer term goals. We also recognise we need to work in partnership to achieve them. This remains a live document which will be reviewed and used to ensure relevance and effectiveness.

### 1. Visible Diversity in Membership

- 1.1 Ensure visibility of diversity of voices and artistic styles – who is featured, shared on social, who speaks at events etc.
- 1.2 Encourage commissioners to commission diversely – not stick to knowns.
- 1.2 Support illustrators to be non -racist and more draw more diverse characters in their work.

### 2. Diversity in Hiring Positions

- 2.1 Ensure diversity within AOI staff and Board.
- 2.2 Support diversity of hiring positions – agents, commissioners, publishers etc.

### 3. Fair Pay

- 3.1 Champion fair pay which makes it easier to get into for a more diverse range of people.
- 3.2 Demonstrate that entry level jobs and fees and unpaid work do not support diversity.
- 3.3 Evidence gender and racial wage gap.
- 3.4 Recognise lack of awareness of fair fees, and lower living costs, can mean work is outsourced to developing countries.

#### **4. Affirmative Action**

4.1 Support a no tolerance approach to discrimination in the industry and schools. Hold people accountable.

4.2 Proactive schemes such as mentorship for under-represented illustrators and projects for minority groups e.g. getting commissioners and BAME illos together.

4.3 Financial support for underrepresented illustrators. Recognise that a lack of financial privilege, whilst experienced across the board, can most directly affect diverse illustrators.

4.4 Recognise the need to communicate differently, and accommodate individual's needs.

#### **5 The Next Generation**

5.1 Engage next generation while at school.

5.2 Support diversity awareness and education in Higher education.

5.3 Show and educate our audience things like history of racism, supremacy, ingrained racism.