

# 7 steps towards inclusion

1. Young Londoners aren't always aware of our city's amazing range of opportunities.

**Build and engage with talent communities. Be visible.**

2. Low wages and unpaid internships exclude people with talent.

**Make the first step into your company viable for everybody.**

3. Application processes can be over-complicated with unfamiliar language and protocols. Rejection can make people feel stuck.

**Make job-seeking a learning and development opportunity for everyone. Be transparent.**

4. Exclusions and inequalities exist in the workplace and in recruitment.

**Give people a safe space to explore their privilege so they can be more active allies.**

5. Leadership lacks diversity because progression has favoured certain types of people.

**Be honest about past mistakes. Invest in the progression and development of all your employees.**

6. Culture change is large and complex.

**Start with what you can achieve in your circle of influence and work from there.**

7. Finding support within peer networks can be challenging with lots of work being siloed and held by individual organisations

**Join forces with likeminded partners who support and nurture one another with a shared commitment to inclusivity.**

**These steps are the culmination of research and consultation with employers and future employees from the creative industry.**

**STEP**, the Shared Training and Employment Programme, is a London Legacy Development Corporation initiative.

Our vision is for a creative industry open to everyone by creating a collaboration of creative organisations committed to improving young east Londoners' access to careers in the creative sector and nurturing local talent for increased representation and a more inclusive and sustainable future.

We're here to help you with advice and support with each of these steps.

**Contact Laura Turner-Blake at Create Jobs for more information and to access our support.**

**[laura.turner-blake@anewdirection.org.uk](mailto:laura.turner-blake@anewdirection.org.uk)**



**Transforming  
London's creative  
workforce**

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