

BESA EDUCATIONAL SUPPLIERS PRINCIPLES FOR DIVERSITY AND INCLUSION

Aim

- **Our intention** is to tackle discrimination and racism in educational resources and ensure fair and accurate representation of all students.
- Through **our curriculum content and resources** we work to educate publishers, and contribute to tackling discrimination and racism of all kinds.
- **Our people and our ways of working** as an industry will help influence decision-makers to reform curricula to ensure a better reflection of diversity and inclusion.

Our intentions, how we respond, learn and improve

We are accountable and open. We provide all learners, educators and members of the wider community with the opportunity to raise concerns and for publishers to acknowledge, consult and listen to address the issues raised and learn and improve.

We come with the best of intentions with the best interests of the learners at the heart of what we do - we will make mistakes, but we want to learn and work to improve.

We work as an industry to share research and draw on expertise to agree appropriate terminology and review regularly.

Our curriculum content and resources

We commit to providing a fair representation (voices and perspectives), free from tokenism and stereotypes, of the diverse communities we serve in the work we deliver, including but not limited to, content and illustrations and case studies.

We strive to include diverse material across all subjects and all stages and levels to ensure that representation is balanced and reflects different identities, stories and perspectives.

We commit to improving and creating tangible change in the diversity of the content we publish and where necessary re-versioning to ensure that it reflects different identities, stories and perspectives.

We aim to present histories and geographies in an unbiased a way as possible with images and narrative that empower and include multiple perspectives and review them regularly.



Our people and our ways of working

We champion and support authors, experts, designers, illustrators and photographers from a wider variety of backgrounds to increase awareness of the importance of diverse representation.

We aim to attract more people from diverse backgrounds to work in the educational publishing and educational service suppliers resource industry, and to recognise their contribution and expertise where relevant, and retain and cultivate diverse talent within our organisations.

We act to review and promote opportunity for staff from diverse backgrounds at all levels of our organisations. We will work with suppliers who support and enhance our values and support our mission to have a positive social and environmental impact on the world.

We speak openly about diversity issues and work closely with a variety of groups and individuals who can advise on issues of diversity and discrimination from personal and first-hand experience. All work will be fairly remunerated, and we will actively seek representation communities that are underrepresented in education and publishing. Knowledge and insight gleaned will be publicly shared with publishers, practitioners and policy-makers, to help our community feel more confident engaging in important discussions around issues of discrimination.

Updated: December 2021