



## **Guidelines for EBU Members on Representation & Inclusion on EBU Committees**

Diversity, Equity and Inclusion (DEI) are top priorities for EBU Members and intrinsic to our core values as public service media. They are also key to creativity and innovation, to better workplaces and to delivering compelling content that resonates with all audiences.

Ensuring diversity and inclusion is consistent with the European Convention on Human Rights and the Universal Declaration of Human Rights. Moreover, industry analysis repeatedly shows that organizations with teams that bring together expertise with a diversity of perspectives and voices perform better, are more creative, more innovative and more robust problem-solvers.

The benefits of blending diversity with skills and experience also apply to the EBU community, including on our Committees where representatives are elected by Members every two years to provide valuable strategic guidance in specific sectors and activities.

### **EBU Committees:**

- Academy Committee
- Digital Committee
- Human Resources Committee
- International Broadcasting Committee
- Legal & Policy Committee
- News Committee
- Radio Committee
- Sports Committee
- Technical Committee
- TV Committee

More information on each committee is available [here](#)

### **The EBU's Diversity Equity & Inclusion (DEI) initiative covers the following areas:**

- Gender Equality
- People from underrepresented racial and ethnic groups
- People with disabilities (apparent and non-apparent)
- People from across the generational spectrum
- People who identify as LGBTQI+

More information about the EBU Diversity Equity & Inclusion programme available [here](#)

## **Guidelines for Members on elections for EBU Committees**

Whereas we recognize that full representation on each EBU Committee is not always achievable due to the number of seats available, the points below provide guidelines for elections, with the aim to foster Committees that collectively reflect the most relevant skills, the workforce of Members and the audiences we serve

**Electing for excellence:** EBU Committees aims to comprise representatives with skills, talent and experience from across EBU membership that contribute to the best outcomes of the Committee they are elected to join

**Valuing alternate views:** EBU Committees should aim for representation and inclusion as a pathway to ensuring that a diversity of perspectives and ideas are heard at decision-making levels

**Sponsoring knowledge about diversity:** Chairs of EBU Committees are invited to sponsor diversity and inclusion by raising awareness of DEI as an intrinsic part of a Committee's work

**Valuing diversity and inclusion through full participation:** Chairs are encouraged to provide guidance and support to new Committee members, ensuring they are fully included in the workings of the Committee they are elected to join, in order to be effective contributors

**Ensuring equitable access to information:** in evaluating candidates for election to a Committee, Members are invited to consider increased inclusion of underrepresented individuals. They are encouraged to offer:

- Equality of Access: making information available to a wide audience of potential candidates in their organisation
- Equality of opportunity: implementing equitable solutions to ensure that a wide diversity of people with relevant skills and experience are encouraged to be considered as candidates

**Broadening potential future participants:** during their 2-year mandate, Committees are invited to explore ways for underrepresented groups to be heard and raise awareness to attract potential candidates for future elections

### **EBU support**

In order to support Members during the election process, the EBU is also implementing the following measures:

- Standardizing the approach to elections across all Committees to eliminate discrepancies that may pose a risk to representation and inclusion
- Establishing a 14-week period between the call for candidates and the election of a Committee

- Establishing an ad hoc advisory group for each Committee election to monitor and, if required, signal evidence to Members during the election window of a shortlist of candidates with clear lack of diversity or representation

The ad hoc advisory group will comprise:

- Committee Chair of the relevant Committee up for election
- EBU Director/lead responsible for relevant Committee election
- EBU Director of Member Relations & Communications
- EBU Head of Diversity Equity & Inclusion

### **The value of diversity to EBU Committee work**

**Diversity is a reality in all our work:** because there are always many ways in which a particular topic can be viewed, diverse perspectives are needed to gain comprehensive understanding

**Importance of less common perspectives:** while each person's perspective adds value to an EBU Committee, less common perspectives can provide more points from which to view a topic, thus expanding the thinking of each Committee and enabling more creative and targeted solutions.