

A Commitment to Anti-racism

Since the death of George Floyd and amid calls for decisive action against racism and for us to work together to demand and to create a more equal society, a spotlight has rightly been cast on publishing and the wider creative industries including film, TV and stage. The products of our industries should reflect the society in which we live, but in fact proportionately few black writers are published and most children do not find people of colour in the books they read. As a workforce, publishing is overwhelmingly white. It is not enough for those who work in our industry to self-identify as non-racist. In order for our competitive industry with its complex power structures to become more representative, we each need to be anti-racist and for that anti-racism to be demonstrated in decisive positive action in recruitment and in company culture.

The steps we have taken at DHA to recruit a diverse workforce and to be inclusive in our submissions policy have not been adequate, and we are not satisfied by our lack of diversity as a company. We are determined to accelerate the pace of change in the agency, where many of us benefit from our white privilege.

We are developing and will enact a clear plan of action for ourselves as a company in the areas of recruitment, staff retention, training, recompense, communications and culture as well as in our author submissions policy. We are grateful to those colleagues who have made this conversation urgent and productive for us.

We are committed to talking openly and frequently about our anti-racist stance as a company and we welcome communication with us about this policy. We will be good allies to colleagues of colour across the industry and demonstrate and enact our anti-racism in public arenas.

We recognise that our industry's lack of diversity to date has not been without huge cost to many and we are willingly investing money and time towards realising the ideals and objectives we are setting ourselves.