



# Equality, Diversity & Inclusion Statement

Manchester Digital believes that a thriving digital and technology sector should be accessible, representative and inclusive.

We are committed to creating opportunities for people from all backgrounds to participate in, contribute to and succeed within Greater Manchester's digital ecosystem.

We aim to foster an environment where everyone is treated with dignity, fairness and respect, regardless of age, disability, race, ethnicity, nationality, religion or belief, sex, sexual orientation, gender identity, marital or civil partnership status, pregnancy or maternity status, socio-economic background, or any other characteristic protected by law.

## Our Commitment

We are committed to:

- Promoting inclusive participation across our events, programmes, networks and activities.
- Supporting initiatives that improve diversity within the digital and technology workforce.
- Creating welcoming environments where different perspectives and experiences are valued.
- Challenging discrimination, harassment and exclusionary behaviour.
- Considering accessibility in the design and delivery of our programmes, events and communications.

- Working with employers, educators, community organisations and partners to improve opportunities for underrepresented groups.
- Continually reviewing our practices and seeking feedback to help us improve.

## **Our Community**

We expect all members, partners, speakers, sponsors, programme participants and attendees to contribute to a respectful and inclusive environment and to comply with our Community Code of Conduct.

## **Continuous Improvement**

We recognise that building a truly inclusive digital sector requires ongoing effort and collaboration. We remain committed to learning, listening and taking positive action to help create a stronger and more representative digital community across Greater Manchester.