

## **Catherine Kodicek**

Dear Steve,

I am a supporter of Act for Change, and I strongly urge Ofcom to set minimum standards that the BBC must reach in order to fulfill its diversity requirements under the charter.

For on-screen diversity this can be a minimum number of lead roles.

For off-screen this must be a minimum spend on programmes produced by diverse staff in key roles or with a specified percentage of BAME/diverse staff making programmes in positions of editorial responsibility.

Off-screen diversity is as important as on-screen diversity and has an impact on it.

Many thanks for your time,

C xx

Catherine Kodicek  
Head of Costume  
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