

## Your response

Question	Your response
<p>1a) Do you think Ofcom should change the way it asks about sex and gender?</p> <p>1b) If yes, how do you think we should change the questionnaire in relation to sex and gender to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>1c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sex and gender.</p>	<p>Confidential? – Y / N</p> <p>1b) See answer to 4b) below as it is also relevant to potential inadvertent indirect sexual discrimination against men with regard to people with colour vision deficiencies.</p>
<p>2a) Do you think Ofcom should change the way it asks about sexuality?</p> <p>2b) If yes, how do you think we should change the questionnaire in relation to sexual orientation to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>2c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on sexual orientation.</p>	
<p>3a) Do you think Ofcom should change the way it asks about race and ethnicity?</p> <p>3b) If yes, how do you think we should change the questionnaire in relation to race and ethnicity to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>3c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on race and ethnicity.</p>	

4a) Do you think that Ofcom should change way it asks about disability?

4b) If yes, how do you think we should change the questionnaire in relation to disability to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

4c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on disability.

4a) YES!

4b) There are 3 million people in the UK who have some form of inherited colour vision deficiency (colour blindness). Many people are undiagnosed or unaware they are affected yet due to the way it is inherited via the X chromosome it is well-established scientific fact that one in 12 males (8%) and one in 200 (0.5%) females will have some form. This is not a condition which people will declare in order to enable organisations to accurately record prevalence in their organisation due to lack of screening (for more information on this contact

[kathryn@colourblindawareness.org](mailto:kathryn@colourblindawareness.org)).

However, ability to accurately distinguish between colours is a fundamental element of many roles in broadcasting, from operating equipment to designing graphics or understanding text and graphics. Refer to [www.colourblindawareness.org](http://www.colourblindawareness.org) to see simulated images of 'colour blind vision'. Colour Blind Awareness has many people who work in broadcasting who contact us because they feel they could be discriminated against in their jobs if they declared their colour vision deficiencies, especially due to the highly competitive nature of many roles in broadcasting. Due to the proven prevalence of the condition and the lack of screening it would be wrong to ask broadcasters to declare 'how many colour blind staff do you have?' rather the correct question would be 'Due to the prevalence of colour blindness in the general population, how do you ensure that you adequately cater for the needs of colour blind staff across all roles within your organisation?'. Note also that due to the high incidence of colour blindness in males compared with females, although this is a disability issue it also can be an indirect sexual discrimination issue if men

	<p>are disadvantaged when compared with women in the same roles. Broadcasters should be asked how they ensure that they do not inadvertently discriminate against men with regard to colour blindness issues. See 1b) above.</p> <p>Whilst writing Ofcom does not currently assess the impacts on colour blind viewers of the huge amount of broadcasting output which discriminates against them, from live sport to quiz shows or graphs and charts in news programmes and information online, or if it does assess it is currently taking no discernible action to address.</p>
<p>5a) Do you think Ofcom should change the way it asks for information about socio-economic background?</p> <p>5b) If yes, how do you think we should change the questionnaire in relation to socio-economic background to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>5c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently ask questions on socio-economic background.</p>	
<p>6a) Do you think that Ofcom should change the way it asks about management experience and promotions?</p> <p>6b) If yes how do you think we should change the questionnaire in relation to management experience and promotions to better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p> <p>6c) Do you think that Ofcom should change the job function groupings in the workforce questionnaire?</p> <p>6d) If yes, how do you think we should change our questionnaire in relation to job function groupings to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?</p>	

6e) If you are a broadcaster or other data-collecting body, please provide information on the way you currently classify job types / seniority / promotions.

7a) Should Ofcom collect diversity data by nation and region?

7b) If yes, how do you think we should ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

7c) If you are a broadcaster, please provide information on the data you current collect on the geographic location of your workforce.

8a) Do you think Ofcom should collect cross-sectional data?

8b) If yes, how should we ask this question to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

8c) If you are a broadcaster or other data collecting organisation, please provide information on what cross-sectional data you currently use within your organisation.

9a) Do you think Ofcom should change and expand the benchmarks it uses?

9b) If yes, how do you think we should change our benchmarks to help us better identify underrepresentation in broadcasting and highlight any barriers to progression in the industry?

9c) If you are a broadcaster or other data-collecting body, please provide information on the way you currently benchmark data (particularly in relation to socio-economic background and diversity in different geographical regions).

Do you have any views on other aspects of data collection practices that we have not considered in this Call for Inputs?