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Please note the formatting of this document is to allow for text to speech and to facilitate ease of reading for everyone. If you have any feedback for us, please email [Mail@RustyQuill.com](mailto:Mail@RustyQuill.com)

## Diversity at Rusty Quill

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## **Introduction**

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Rusty Quill released an operations update last year in which we announced we would release more fulsome company stats showing our diversity breakdown. This document includes these statistics and is our first company census.

As we have stated previously, our goal is to be as transparent as is feasible to ensure that our intentions for the future of the business and its communities are clear to everyone. This is why we are releasing this document publicly.

This census (and all following censuses) will also give us a benchmark to measure ourselves against for the future so that we can see how well we are fulfilling our core values.

These values are:

- Opportunity

Providing paid employment opportunities for those seeking to break into media production.

- Representation

Providing a platform for new creative voices with poor representation in more established media.

- Community

Working with our fans to grow a friendly and supportive community, united

by our love of storytelling.

- Diversity

Maintaining a safe and non-discriminatory work-space where people can collaborate on exciting and unique creative projects.

- Responsibility

Leading by example and working with our peers to improve the business practices of the media production industry.

## Who Participated

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This data does not include employees who did not wish to take part in the RQ census or who were not available within the given timeframe. It also does not include our freelancers (such as voice actors), as they do not fall into the category of 'employee'.

We have a total of 28 employees on our payroll, and 23 people filled out our census form. This means that we had an 82% participation rate, which should be kept in mind when viewing the data included in this document.

This report includes data on age, disability, gender, neurodivergence, race, and sexuality.

Please note that any future company census may be subject to shifts in criteria or additional areas of consideration.

This document has been formatted to allow text-to-speech for ease of accessibility and does not include sensitive business information.

## Statistics

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### Overview

In very broad strokes, the majority of employees who filled in our census form identified themselves as:

- Under 35 (78%)
- Part of the LGBTQIA+ spectrum (65%)
- White (70%)
- Neurodivergent or with atypical mental health (91%)
- Cisgender (70%)
- Female (48%)
- Either not having a physical disability, or declining to respond (67%)

You can find the details of these statistics below; where possible with side-by-side comparisons to the information provided by the Office of National Statistics, including the most recent UK Census information from 2011.

As we mentioned in the previous business update, we recognise that we have more to do in terms of employing more people of colour and we are continuing to work on this.

According to the last UK Census, the country is 86% white; but as always, we want to do better than 'the norm'.

Similarly, we would like to focus on inclusivity relating to age, socio-economic diversity, and physical diversity as part of our work to provide a diverse workplace that offers a platform for marginalised creative voices and employment opportunities for those who may find it difficult to break into the industry.

We continue to maintain a flat pay structure across all roles in all departments.

## Representation by Age

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### Rusty Quill Age Bracket:

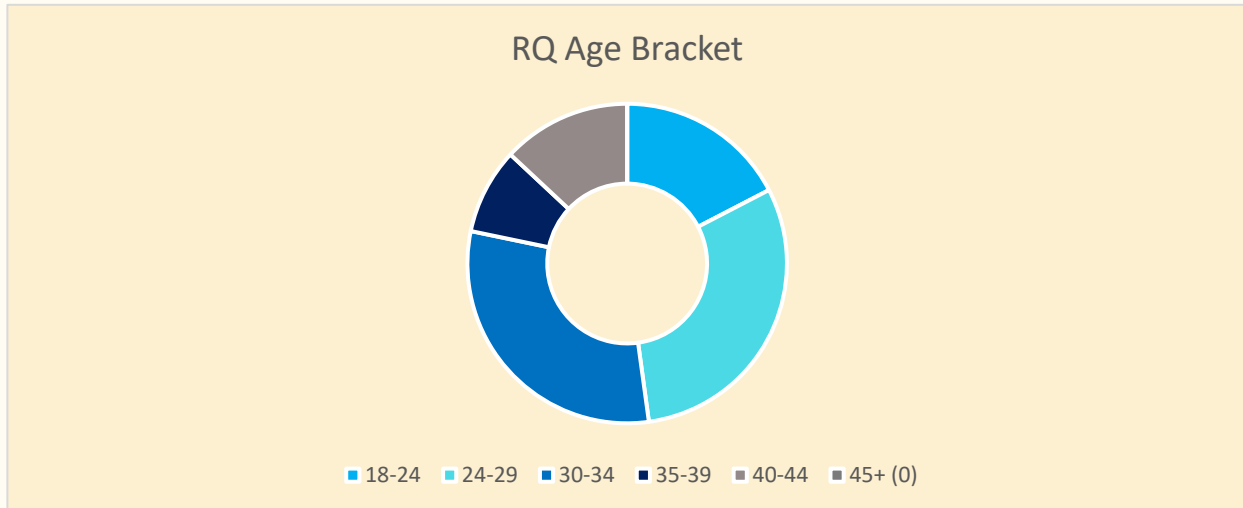


Image ID: a pie chart showing the age breakdown of Rusty Quill:

- 18 to 24: 17%
- 24 to 29: 30.5%
- 30 to 34: 30.5%
- 35 to 39: 9%
- 40 to 44: 13%
- 45+: 0%

UK Census – Population Age:

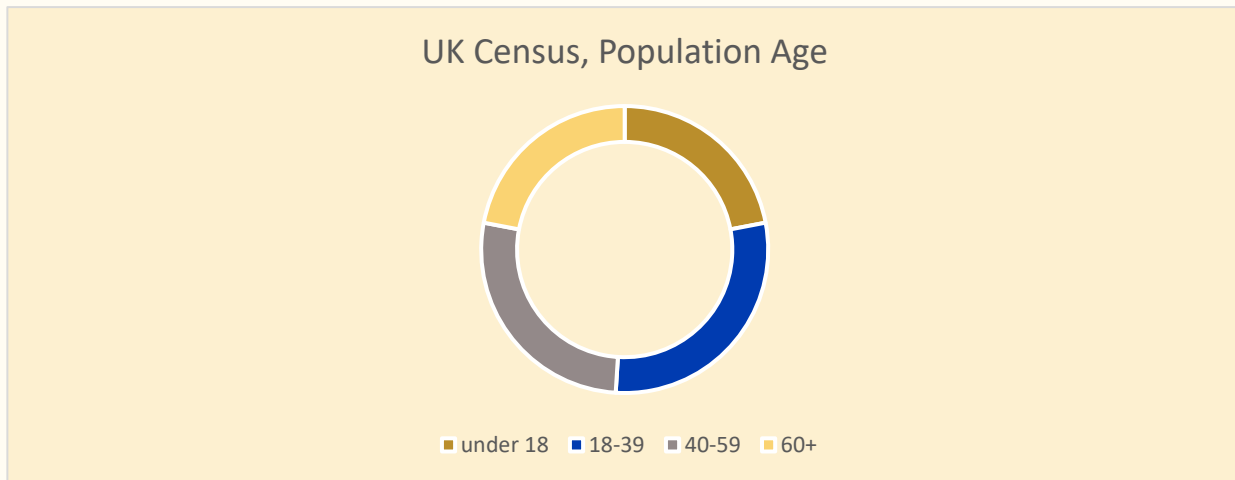


Image ID: a pie chart showing age data from the UK (England and Wales) census, 2011:

- 18 or less: 21%
- 18 to 39: 29%
- 40 to 59: 27%
- 60+: 22%

## Representation of Disabled and Neurodivergent People

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### Rusty Quill – Neurodiversity

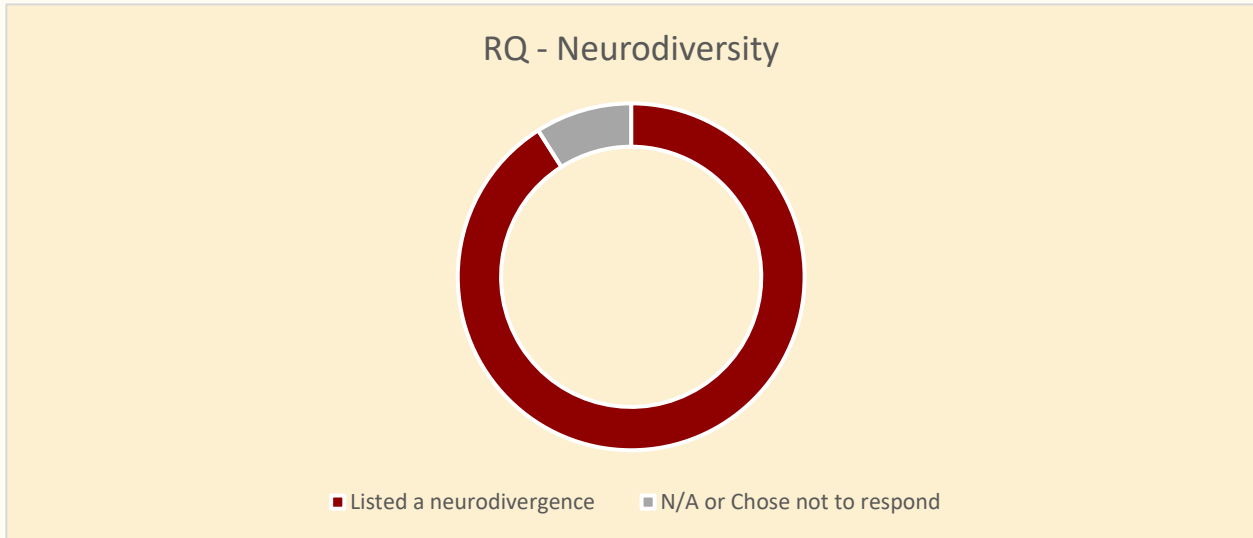


Image ID: a pie chart showing % of RQ employees who identified they are neurodivergent:

- Neurodivergent: 91%
- Non- neurodivergent / Chose not to respond: 9%

We did not find a suitable comparison within UK Census 2011 for this data.

### Rusty Quill – Physical Disabilities

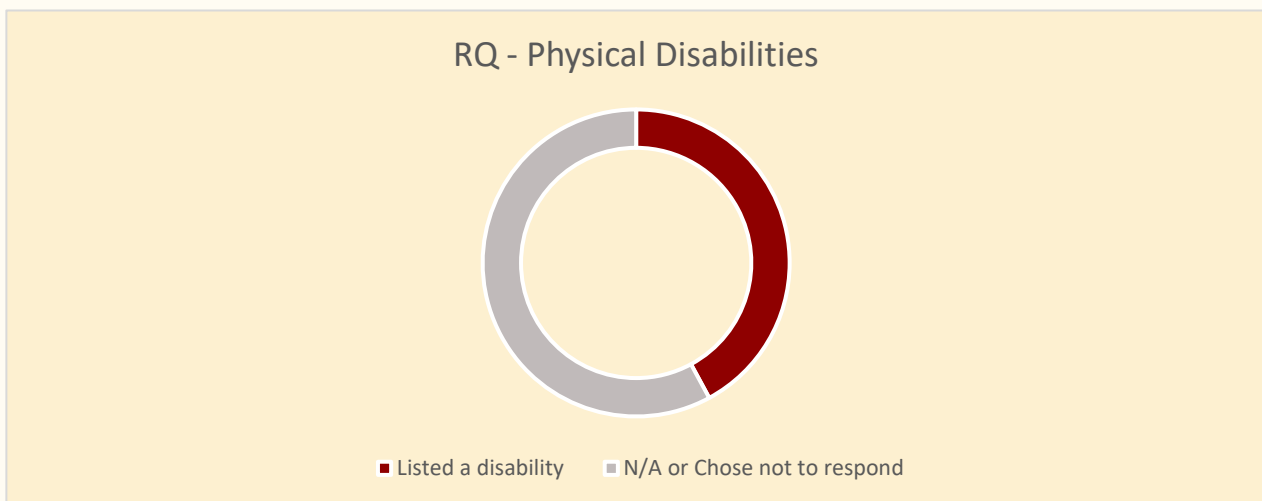


Image ID: a pie chart showing % of RQ employees who identified they have a disability

- Have a disability: 33%
- No listed disability / Chose not to respond: 67%

We did not find a suitable comparison within UK Census 2011 for this data.

## Representation by Gender

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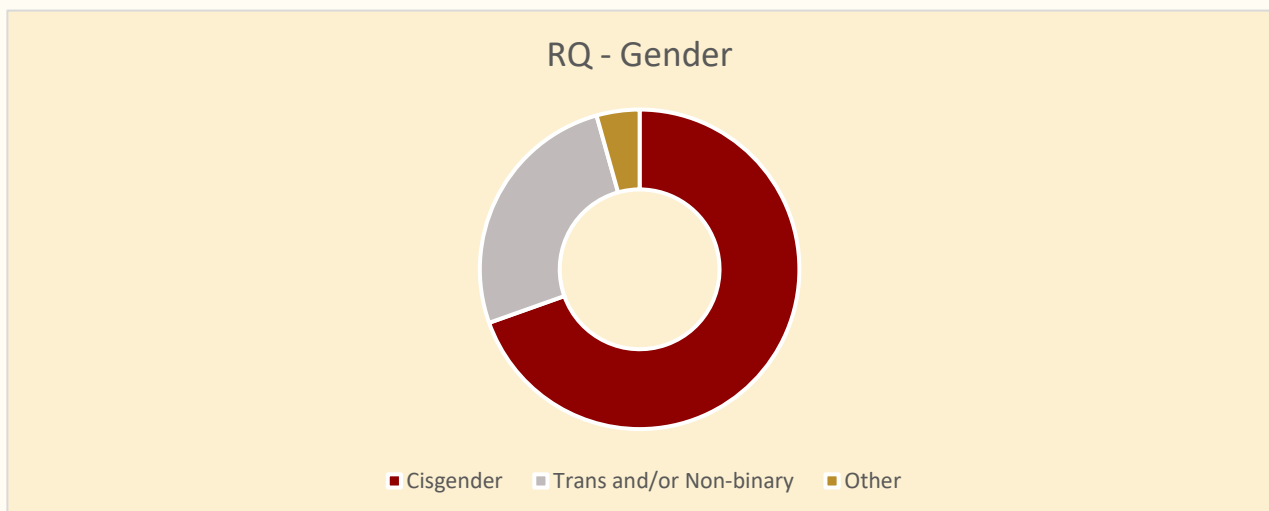


Image ID: a pie chart showing gender representation among Rusty Quill employees:

- Cisgender: 70%
- Transgender and/or Non-Binary: 26%
- Any other gender representation: 4%

In addition to the above:

- 48% of Rusty Quill employees surveyed identified themselves as female



- 26% of Rusty Quill employees surveyed identified themselves as non-binary, genderfluid, demigender, or genderqueer
- 26% of Rusty Quill employees surveyed identified themselves as male

We did not find a suitable comparison within UK Census 2011 for this data.

## Representation by Race

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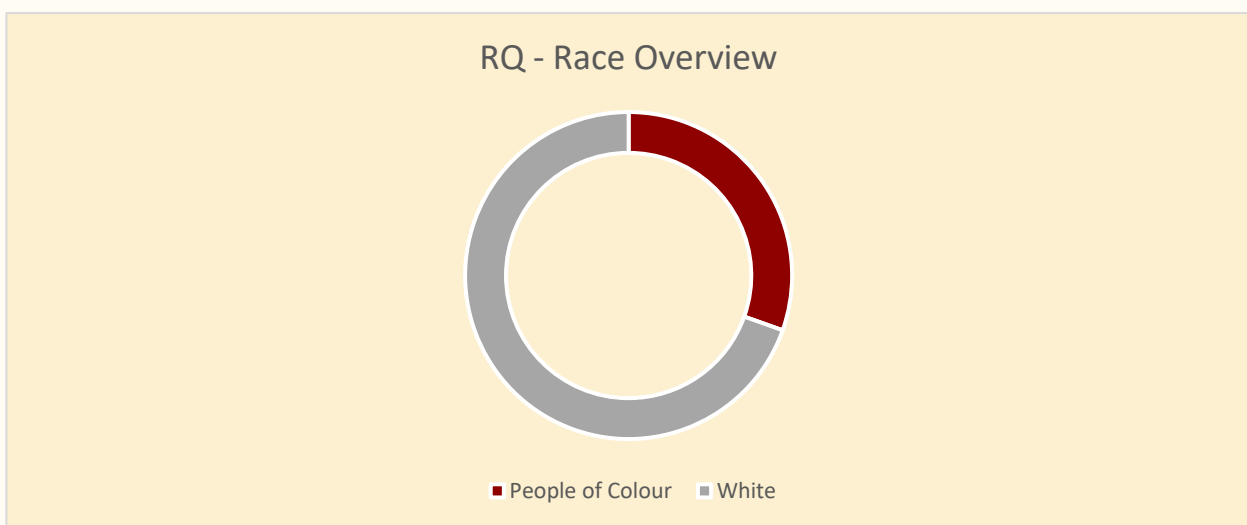


Image ID: a pie chart showing the differentiation of white vs non-white employees in Rusty Quill:

- White: 70%
- Non-White/People of Colour: 30%

A further breakdown is not shown here to help maintain our employees privacy, but it is worth noting that our employees include people from several ethnic minority heritages.

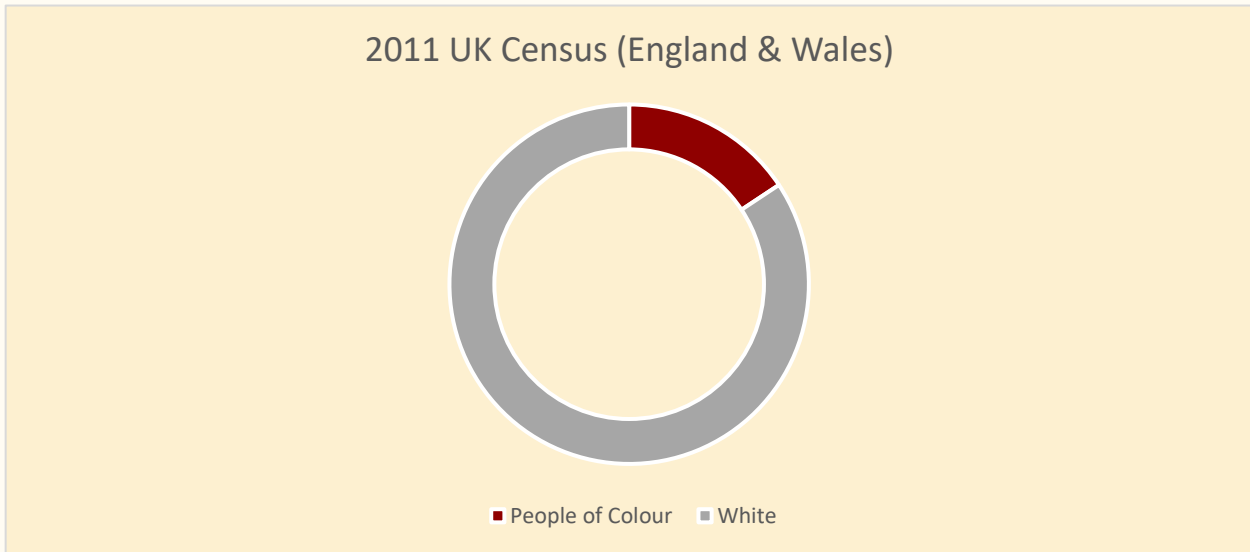


Image ID: a pie chart showing ethnicity data from the UK (England and Wales) census, 2011:

- White: 86%
- Non-White/People of Colour: 14%

## Representation by Sexuality

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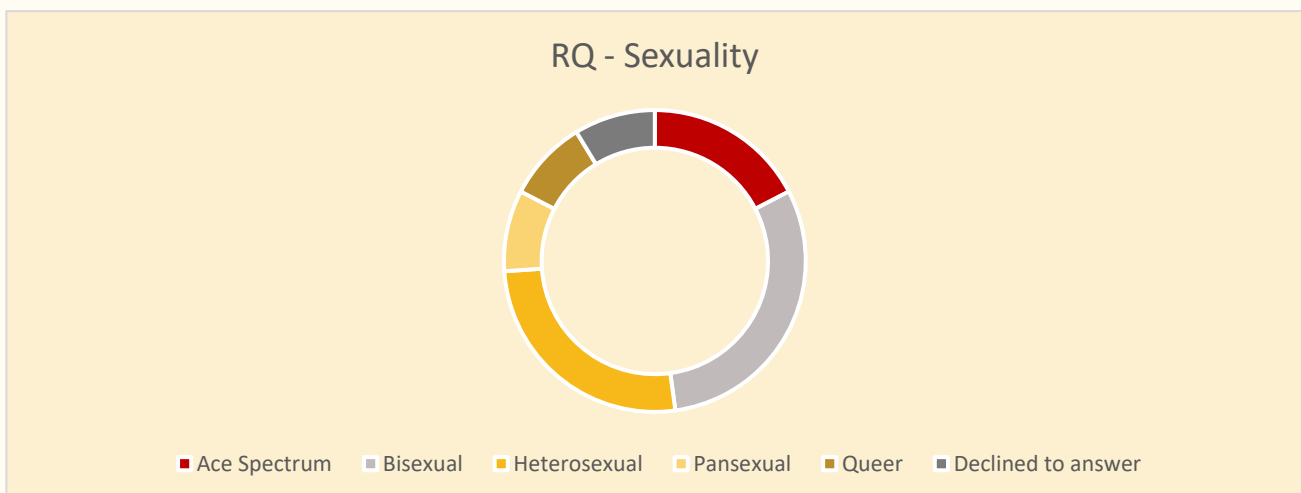


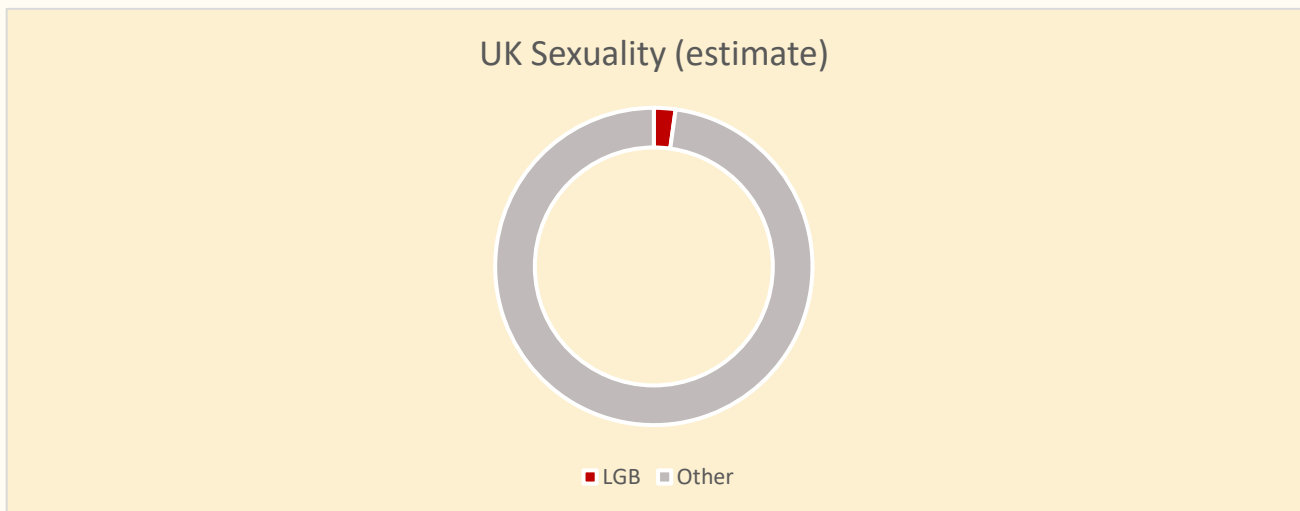
Image ID: a pie chart showing the stated sexuality of Rusty Quill employees:

- Bisexual: 30%

- Heterosexual: 26%
- Ace: 17%
- Pansexual: 9%
- Queer: 9%
- Chose not to Answer: 9%

Please note that some employees who identified as being on the ace spectrum also identified as other sexualities (e.g. gay or lesbian). We have chosen not to show exact statistics on this due to the small sample size and our wish to protect our employees' privacy.

Image ID: a pie chart showing LGB (Lesbian, Gay and Bisexual) data from the



UK (England and Wales) census, 2018:

- 2.2%: LGB
- 97.8%: Non-LGB

The 2.2% breaks down as 1.4% identifying as gay or lesbian and 0.9% as bisexual.

## Closing Statement

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Thank you for reading this document.

Building an inclusive organisation, in any industry is a constant challenge. We are extremely grateful to our employees for responding to our census and volunteering their information to be used for this document to help keep us accountable and transparent.

Behind the scenes, we are continuing to develop ways to make sure Rusty Quill is a welcoming and diverse workplace to everyone and anyone, regardless of how they identify.

Having said that, we believe that diversity is never 'done'. Humanity is boundless, and as such, we can never represent every experience in just one company; but we will continue to do our best.

We are still a very small team, which means that every change we are implementing will take time, so we would like to thank all of our supporters for their continued belief in us as we make adjustments to how we operate. Your ongoing support means the world to us.

If you have any further feedback or suggestions that you would like us to consider relating to this documentation, please send it to [mail@rustyquill.com](mailto:mail@rustyquill.com) where it can be reviewed by our team

Chief Operations Officer, Hannah Brankin.