



*ALD Lumière 20:20
Inclusivity Form*

The ALD embrace and encourage diversity in many forms and are committed to inclusivity among our community members, including all members, associates and collaborators. We define diversity as people of different backgrounds, races, nationalities, genders, sexual orientations, beliefs, religions, socio-economic statuses, and more, and inclusivity as an approach where we respect, welcome, encourage, and engage diverse perspectives. Our strength and success as an organisation is built on the foundation of a wide range of perspectives and experiences.

We believe the people under-represented in our industry include

- * People from a BAME background
- * People with disabilities
- * Members of the LGBTQIA+ community
- * People who are under-presented by gender, including women, non-binary/gender-queer people and transgender people
- * Parents and single parents
- * Geography: those who are outside London and other large cities
- * Socio-economic background
- * Isolated areas within the industry: those working in situations where the move into lighting design is difficult

Do you identify as being under-represented in the industry?

YES / NO (please delete as applicable)

If you answered yes, how would you describe this?

LIGHTING DESIGNERS ONLY

Some lighting designers have indicated that they may want waive their micro-bursary so that we can open the Scheme out to more people this year. There is absolutely no pressure to do this, but we wanted to include an opportunity to do so for those that are able to AND wish to do so!

For this reason, if you wish to **waive your micro-bursary**, please state that here: