

# MOUNTVIEW

BLACK LIVES MATTER

## MOUNTVIEW STATEMENT OF INTENT

25 June 2020

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We commit to:

### TRAIN AND EDUCATE

Ensure all permanent and visiting staff and students are educated about systemic and endemic racism, inequality and implicit bias

### REPRESENT

Actively recruit and draw upon the expertise of Black and other underrepresented communities\* and review how we engage students to represent and promote Mountview

### LISTEN

Improve Mountview's formal and informal complaints and reporting procedures and conduct them in a culture of transparency

### SUPPORT AND CONNECT

Establish a safe environment for students to be supported and ensure we connect all our communities

### ADVOCATE

Work as an institution with peer drama schools and cultural industry partners to tackle racism, inequality and injustice

**Stephen Jameson**  
Principal and Artistic Director

**Sarah Preece**  
Executive Director

With approval and support from Vikki Heywood CBE, Chairman of the Board, and the Trustees of Mountview

*\*this term is currently under consultation*

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## MOUNTVIEW ACTION PLAN

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**1) TRAIN AND EDUCATE: Ensure all permanent and visiting staff and students are educated about systemic and endemic racism, inequality and implicit bias**

- Create a Mountview Code of Practice and display this building-wide
- Undertake training during staff and student induction and create learning programmes, discussion forums and culturally inclusive reading lists
- Review material choices for productions, projects and classes
- Continue our work repairing the curriculum and further diversify reading lists and online resources
- Work with the Diversity School Initiative to review Mountview's casting principles
- Continue to commission new work, especially for Black and other underrepresented voices

**2) REPRESENT: Actively recruit and draw upon the expertise of Black and other underrepresented communities and review how we engage students to represent and promote Mountview**

- Continue work with the Diversity School Initiative to improve our policies and practices and create a Black Lives Matter Working Group involving Trustees, Executive and staff
- Appraise and address the lack of employment applications from Black and other underrepresented communities across the organisation, but in particular for teaching and production roles; establish targets for addressing the lack of representation in these staff teams and ensure that the recruitment process is transparent and equitable
- Create training opportunities for practitioners and alumni from Black and other underrepresented communities whose industry experience could transfer into teaching roles through training programmes and artist teacher training residencies
- Appoint Equalities Champions to be impartial and informed points of contact regarding racism, inequality, discrimination or prejudice

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- Create a clear process for students to become ambassadors for events and marketing purposes to ensure it is representative and equitable

## **3) LISTEN: Improve Mountview's formal and informal complaints and reporting procedures and conduct them in a culture of transparency**

- Ensure students and staff have clear access to the relevant policies and know how to raise issues confidentially
- Create an anonymous informal reporting mechanism to identify systemic and endemic issues
- Ensure all formal reports of racism or inequality are dealt with fully, robustly and transparently and that outcomes are communicated effectively
- Create open forums for dialogue with students, staff and alumni from Black and other underrepresented communities

## **4) SUPPORT AND CONNECT: Establish a safe environment for students to be supported and ensure we connect all our communities**

- Seek opportunities to connect our students and alumni to industry leaders and their peers from Black and other underrepresented communities
- Establish a peer mentorship programme and forums for support
- Offer counsellors from varied cultural backgrounds and review personal tutoring to provide support around the issues raised by Black Lives Matter
- Regularly update students and staff about Mountview's community and outreach activity

## **5) ADVOCATE: Work as an institution with peer drama schools and cultural industry partners to tackle racism, inequality and injustice**

- Address the structures that perpetuate inequality or exclusion
- Support inter-organisational learning and develop joined-up strategies
- Take opportunities to lobby government in support of the Black Lives Matter movement and to campaign for equality in our society