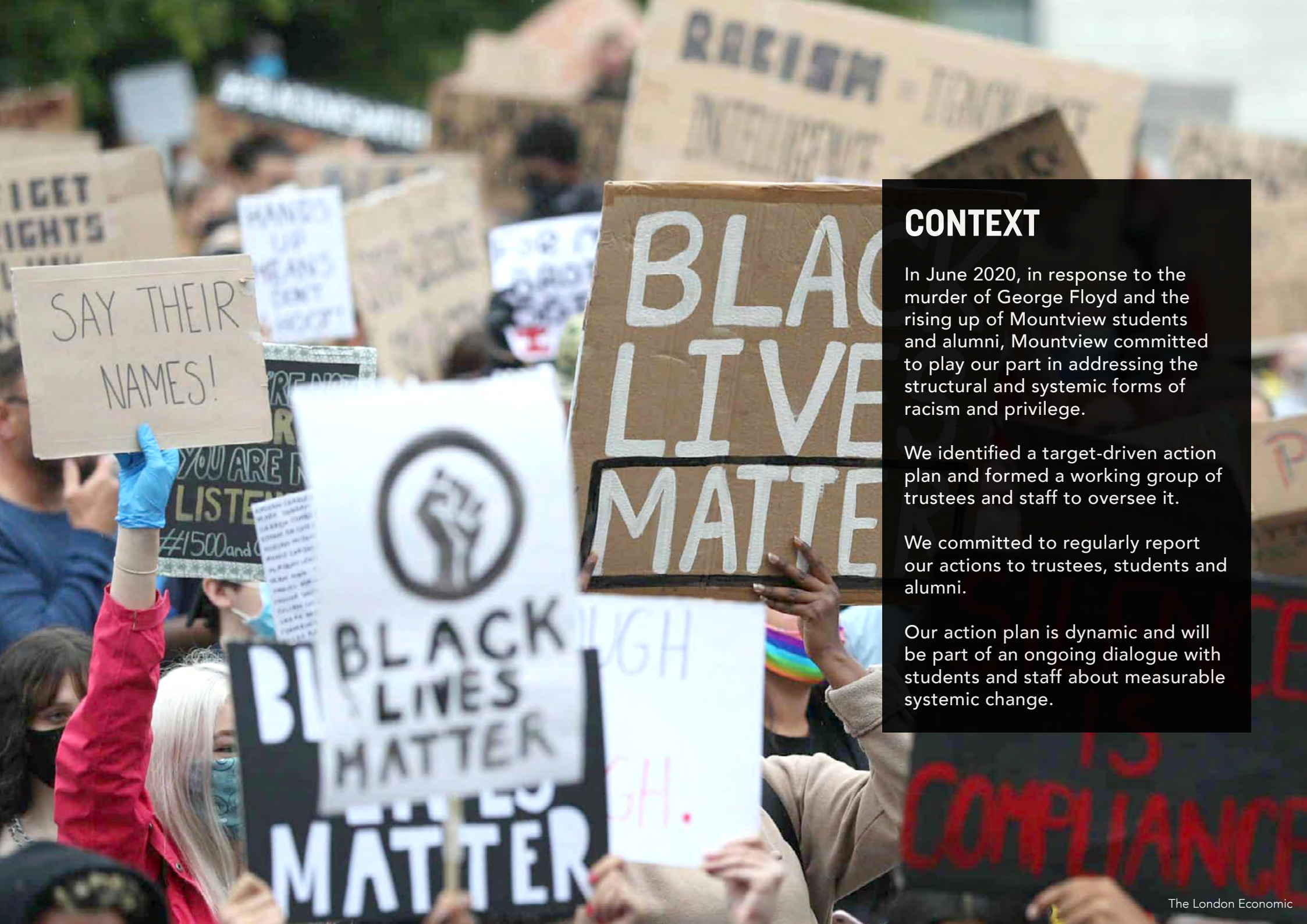


MOUNTVIEW

BLACK LIVES MATTER
ACTION PLAN

Summary Update - Autumn 2020



CONTEXT

In June 2020, in response to the murder of George Floyd and the rising up of Mountview students and alumni, Mountview committed to play our part in addressing the structural and systemic forms of racism and privilege.

We identified a target-driven action plan and formed a working group of trustees and staff to oversee it.

We committed to regularly report our actions to trustees, students and alumni.

Our action plan is dynamic and will be part of an ongoing dialogue with students and staff about measurable systemic change.

OUR COMMITMENT

We will take a proactive stand in the fight against racism, inequality and discrimination.

We will actively challenge systemic and endemic prejudice, exploitation and intersectional oppression.

We commit to enact and accelerate change.



ACTION AREAS

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 under-represented 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.





TRAIN AND EDUCATE

ACTIONS COMPLETED

- Mountview's new Code of Practice was displayed by the time of students' arrival in October
- Induction training on the Code of Practice was delivered to all incoming students and freelancers
- The Diversity School Initiative led a workshop with our Voice team to examine the aims and ethos of our practice
- The Afro-Caribbean Society has worked with the Voice department to create 'Say It Right' an audio library of the correct pronunciation of students' names

ACTIONS ONGOING AND REGULARLY REVIEWED

- Cultural reading lists have been compiled and sent to staff and students and will remain a live document. Copies of all items on the reading list are available in the library (in their own section) with key texts available in the staff room
- We have secured rights to two new plays from established writers and commissioned film scripts from two emerging practitioners from under-represented groups. In recent years we have awarded commissions to two leading writers from under-represented groups
- Diversity School Initiative worked with us to review Mountview's casting and discuss a set of casting principles
- Discussion with new Diversity School Initiative leads has taken place to develop and strengthen that relationship
- We are continuing our work repairing the curriculum and further diversifying reading lists and online resources

ACTIONS PLANNED

- Staff attended training by Global Origins on 'Towards Decolonising British Theatre' and Theatre Peckham are carrying out anti-racism training for staff in December



REPRESENT

ACTIONS COMPLETED

- We have created opportunities for practitioners and alumni from under-represented groups through training programmes and artist/teacher residencies. We have already created a new Associate role on the Foundation pathway and are now looking at replicating this role within the MA and BA Performance and Theatre Production Arts programmes
- We have created a clear process for students to become ambassadors for events and marketing to ensure it is representative and equitable

ACTIONS ONGOING AND REGULARLY REVIEWED

- We have reviewed our pool of audition team practitioners to create a greater diversity within the team and we will continue to develop this approach

ACTIONS PLANNED

- We have undertaken scoping discussions and are now designing the brief for appointing the Equalities Champions who will be impartial and informed points of contact regarding racism, inequality, discrimination or prejudice
- A review of our employment policies and practices has been commissioned to ensure it is transparent and equitable
- We are appraising the lack of employment applications from under-represented communities across the organisation, but in particular for teaching and production roles. We are looking at establishing targets to address the lack of representation in these staff teams
- We are in the process of establishing a peer mentorship programme and forums for support for alumni



LISTEN

ACTIONS COMPLETED

- We have created an anonymous informal reporting mechanism to identify systemic and endemic issues and republished the Non-Academic Concerns policy highlighting the informal stage
- Induction included information for students and conversation with the SU is planned to ensure they are well briefed in the reporting process. In addition, paper versions of the policies are available in the library and student services

ACTIONS PLANNED

- We are looking at an overarching review of policy way-finding to ensure students and staff have clear access to the relevant policies and know how to raise issues confidentially
- We are looking at the completion element of all formal reports of racism or inequality to ensure these are dealt with fully, robustly and transparently, and that outcomes are communicated effectively
- In response to requests from students Stop and Search training has been commissioned in conjunction with the Student Union
- We will create open forums for dialogue with students, staff and alumni by linking to the new SU officers to signpost students initiated
- We are planning to create open discussion forums for staff and students



SUPPORT AND CONNECT

ACTIONS COMPLETED

- We invited Kwame Kwei-Armah, Adrian Lester, Noma Dumezweni and Sir Lenny Henry to take part in Mountview LIVE with Trustees Giles Terera and Ben Lafayette and worked with the Afro-Caribbean Society to produce an edition with Pappa Essiedu to connect our students and alumni to industry leaders and their peers
- We now offer counsellors from varied cultural backgrounds and are reviewing personal tutoring to provide support around the issues raised by Black Lives Matter

ACTIONS ONGOING AND REGULARLY REVIEWED

- Email/meeting briefing opportunities have been identified to ensure we regularly update students and staff about Mountview's community and outreach activity

ADVOCATE

ACTIONS COMPLETED

- We have lobbied in support of the Black Lives Matter movement and to campaign for equality in our society including installing building signage in support of BLM and championing a change in language and acronyms used within Mountview and the wider industry

ACTIONS ONGOING AND REGULARLY REVIEWED

- Discussions are underway about the structures within Mountview, from the Board down, to ensure we address the structures that perpetuate inequality or exclusion

ACTIONS PLANNED

- We have engaged in an inter-organisational learning project designed to develop joined-up partnership initiatives with project rollout planned from January 2021