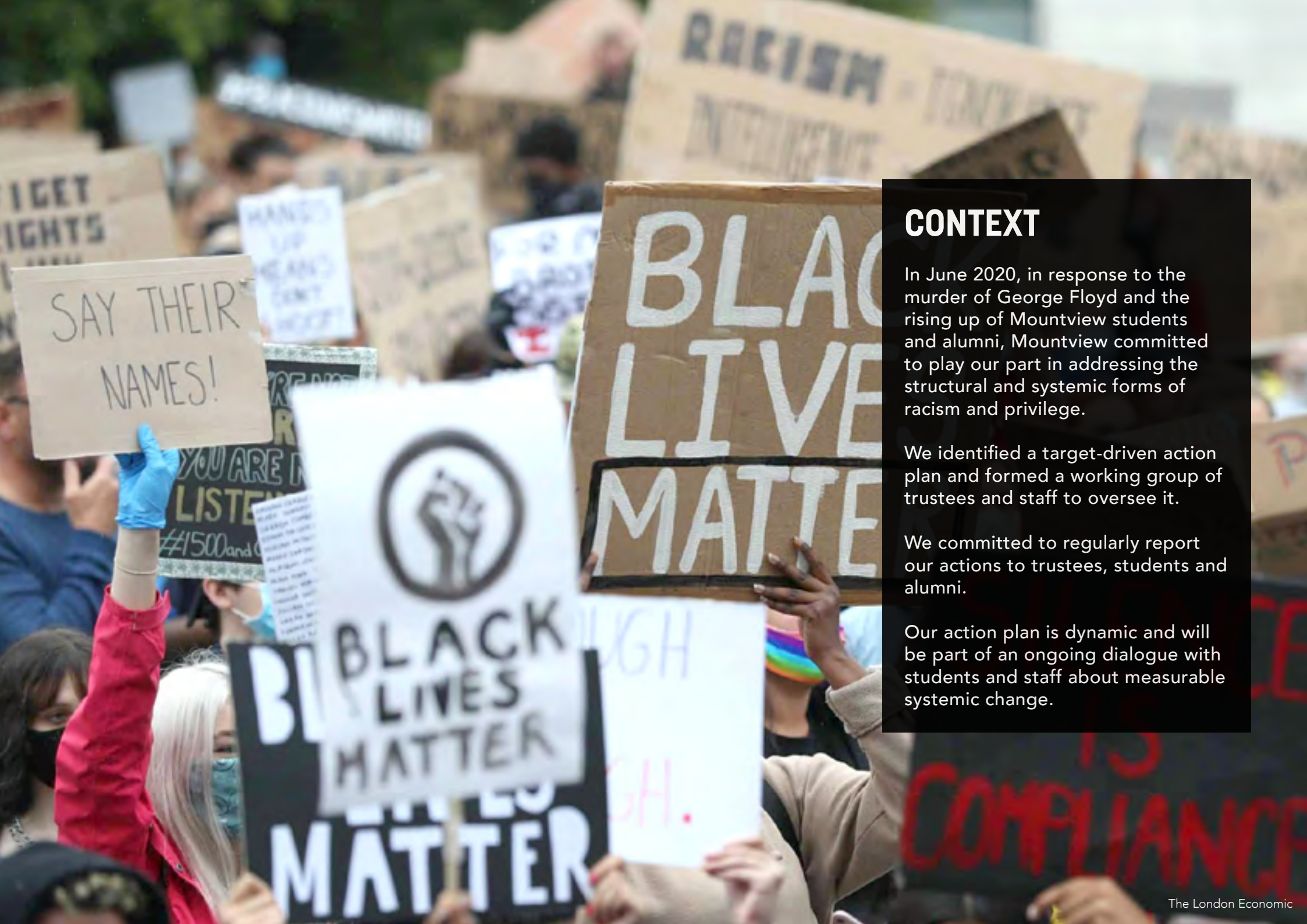


MOUNTVIEW

**BLACK LIVES MATTER
ACTION PLAN**

Update - March 2021



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 Anti-Racist and Equality Code of Practice was completed and is now displayed publicly in all studios and workrooms
- Training on the Code of Practice was delivered to all incoming students and freelancers as part of Induction week in autumn 2020
- The Diversity School Initiative led a workshop with our Voice team to examine the aims and ethos of voice teaching
- The newly-formed African Caribbean Society has worked with the Voice department to create 'Say It Right' - an audio reference library for teaching staff and students of the correct pronunciation of students' names
- Global Origins led training on 'Towards Decolonising British Theatre'
- Theatre Peckham led anti-racism training for all teaching and student-facing support staff

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 are continuing our work repairing the curriculum and further diversifying reading lists and online resources
- We have secured rights to a new play from an established writer and commissioned film scripts from two emerging practitioners from underrepresented groups

ACTIONS PLANNED

- Anti-racism training is currently being designed for Mountview Trustees and we are planning a Board and Executive Away Day on the topic of Diversity, Equality and Inclusion
- We are working with The Diversity School Initiative to develop criteria for casting protocols



REPRESENT

ACTIONS COMPLETED

- We have created a new Associate role on the Foundation pathway and are looking to replicate it on the MA and BA Performance and Theatre Production Arts programmes
- We have created a clear policy and process for students to become ambassadors for events and marketing to ensure we are representative and equitable

ACTIONS ONGOING AND REGULARLY REVIEWED

- We have created and are creating further opportunities for practitioners and alumni from underrepresented groups through training programmes and artist/teacher residencies
- 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 are finalising plans for appointing Equalities Champions in the summer term. The Champions will be impartial and informed points of contact on issues relating to racism, inequality and discrimination
- We are establishing a mentorship programme for alumni to support current students
- A review of our employment policies and practices is about to get underway to ensure they are transparent and equitable
- We will appraise 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



LISTEN

ACTIONS COMPLETED

- We have created an anonymous informal reporting mechanism to identify systemic and endemic issues and have reissued the Non-Academic Concerns policy highlighting how complaints can be made under the informal stage in the first instance
- Induction included information for students on how to raise issues, and we have worked with the Student Union and African Caribbean Society 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
- We will create open forums for dialogue with students, staff and alumni
- We are about to consult on the creation of open discussion forums for staff and students
- We are helping the SU to provide training for students on how to react should they be stopped and searched



SUPPORT AND ADVOCATE

ACTIONS COMPLETED

- We have lobbied in support of the Black Lives Matter movement and the campaign for equality in our society including installing building signage in support of BLM. We have championed a change in language and acronyms used within Mountview and the wider industry
- We have appointed a new Chair and Deputy Chair Designate who are dedicated to continuing and extending Mountview's organizational commitments to equality, diversity and inclusion

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 initiated a new, funded, partnership initiative designed to reimagine the structures and practices in cultural education in Southwark with project rollout planned from Autumn term 2021

PROGRESS

STATUS SUMMARY

This chart shows the number of actions completed, ongoing and pending following our consultation with Black students, alumni, staff and trustees.

