

MOUNTVIEW

**BLACK LIVES MATTER
ACTION PLAN**

UPDATE JULY 2021

CONTEXT

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

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.

In 2021 this commitment has focused on listening, learning and celebrating different lived experiences with actions including creating new roles for people from historically underrepresented communities and launching a number of key initiatives, including the Mountview Prize (see more detail following).

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 AND ONGOING

- We created a new Anti-Racist and Equality Code of Practice which is displayed in all studios and workrooms and training on this is delivered to all incoming students and freelancers
- In 2020 we commissioned film scripts from Asa Haynes and Esme Allman and in 2021 have commissioned two further short films from Stephanie Street and Esme Allman (to be directed by Mina Anwar and Eke Chukwu) and a play by Asa Haynes
- We commissioned Theatre Peckham to undertake anti-racism training for senior management, teaching staff, support staff and trustees
- The Diversity School Initiative led workshops with our Voice team to examine the aims and ethos of voice teaching
- The African Caribbean Society (ACS) 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
- We supported and augmented the work of the ACS around Black History Month and the anniversary of George Floyd's murder
- Global Origins – a network of multi-cultural artists residing in the UK – led training for teaching staff on 'Towards Decolonising British Theatre'
- We created culturally diverse reading lists which are regularly updated. They have been sent to staff and students and all items are available in the library (in their own section) with key texts available in the staff room
- We continue our work identifying the bias of white privilege and promoting and including historically marginalised or suppressed knowledge in the curriculum, reading lists and online resources

ACTIONS PLANNED

- Our 2021 Board and Executive Away Day will focus on Diversity, Equality and Inclusion
- We have developed criteria for casting protocols. They are being reviewed by our Board and will become part of the Student Handbook once complete



REPRESENT

ACTIONS COMPLETED AND ONGOING

- We have created a new salaried role with professional mentorship for an emerging producer from an historically under-represented community
- To ensure we are representative and equitable, we have created a transparent policy and process on how we select students for marketing or to become ambassadors at events
- We appointed and are training five Equalities Champions from diverse backgrounds to be impartial and informed points of contact on issues relating to racism, inequality and discrimination. They start work in September 2021
- We created and are creating further opportunities for practitioners and alumni from underrepresented groups through training programmes and artist/teacher residencies
- We reviewed our pool of audition team practitioners to ensure a greater diversity within the team and we will continue to develop this roster

ACTIONS PLANNED

- We are establishing a Mentorship programme of recent Black alumni to support current students with issues faced in the professional industry
- We are reviewing our employment practices and 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



LISTEN

ACTIONS COMPLETED AND ONGOING

- We created an informal reporting mechanism to identify systemic and endemic issues. We re-issued the Non-Academic Concerns policy highlighting how complaints can be made under the anonymous informal stage in the first instance
- Induction includes information for students on how to raise issues, and we worked with the Student Union and African Caribbean Society to ensure they are well-briefed on the reporting process. Policies are available in the library and student services
- We established an anonymous reporting log for the Board to define the status of all formal and informal reports of racism or inequality to ensure these are dealt with fully, robustly and transparently, and that outcomes are communicated effectively

ACTIONS PLANNED

- We are reviewing 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 to consult with students and staff in the autumn around the creation of open discussion forums
- We are supporting the Students' Union to provide training for students on how to react should they be stopped and searched

Incredibly proud of our grad @MaiseyBawden and @MawaTheatreCo, what a brilliant initiative!

Maisey Bawden @MaiseyBawden

MAWA THEATRE COMPANY @MawaTheatreCo

'The UK's first all Black, all Female Shakespeare Company'

So excited to finally announce this new venture to the world. It's been the best part of a year in the making and I'm not going to pretend it's been easy (1)



11:11 am · 10 Jun 2021 · Twitter for iPhone

88 Retweets 21 Quote Tweets 412 Likes

The amount of support we've had from venues and individuals has been overwhelming. Thanks to: @youngvictheatre @arcolatheatre @ChichesterFT @QueensTheatreH @citizenstheatre @mercurytheatre @RoyalDerngate @MountviewLDN @ArtsEdLondon (4)

11:11 am · 10 Jun 2021 · Twitter for iPhone

SUPPORT AND CONNECT

ACTIONS COMPLETED AND ONGOING

- We launched the Mountview Prize to celebrate trailblazers who inspire social change and whose lived experience is inspirational to others. This includes a bursary to a talented young person from an historically excluded community who is in financial need to enable them to attend Mountview's part-time Foundation in Acting course. The 2021 winner, Dawn Walton, delivered a prize speech encouraging young creative practitioners to make their own space. It is available to view on [YouTube](#)
- We created a package of pro-bono support for Mawa, the UK's first allBlack, all-female Shakespeare Company representing Women of the African diaspora as well as for the next generation of Franklyn Rodger's Underexposed project which challenges how Black artists are viewed
- We appointed a group of independent counsellors from underrepresented groups and backgrounds to support students' mental health
- 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 are about to launch a new, funded, partnership designed to reimagine the structures and practices in cultural education in Southwark. The project pilot will run from Autumn term 2021



ADVOCATE

ACTIONS COMPLETED AND ONGOING

- We have lobbied in support of the Black Lives Matter movement and the campaign for equality in our society including installing permanent public-facing building signage in support of Black Lives Matter. We have championed a change in language and the acronyms used within Mountview and the wider industry
- We have appointed a new Chair – Dame Rosemary Squire – and Deputy Chair Designate – Giles Terera – who are dedicated to continuing and extending Mountview’s organisational commitments to equality, diversity and inclusion

PROGRESS

STATUS SUMMARY

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

