

# MOUNTVIEW

## ANTI-RACISM AT MOUNTVIEW

*Racist actions, left unchecked, become racist structures. –White Colleagues Listen! (2020)*

Mountview is committed to developing an actively inclusive, anti-racist dramatic training. We acknowledge that conservatoire training has failed students by accepting and perpetuating white supremacist culture. We recognise that racism is experienced by Black and Global Majority staff and students at Mountview. We will take active steps to dismantle racist attitudes, behaviours, biases and practices. Under the leadership of Principal Sally Ann Gritton, an Equality, Equity, Diversity and Inclusion (EEDI) committee was established in Spring 2023 to pick up and drive forward the work initiated by the Black Lives Matter working group set up in 2020 in response to movements protesting anti-Black violence, which highlighted discriminatory and abusive behaviours in the UK drama school sector. Though they have commonalities, we are aware that anti-racism is not synonymous with equality, diversity and inclusion. Notwithstanding, a priority of the EEDI committee is to examine racist actions and structures and put strategy together for people within the organisation to action change. The EEDI committee will take a proactive approach to advancing an anti-racist ethos throughout Mountview and engage with staff and students at regular intervals to review progress and ensure that improvements are being made. At the same time, we understand that becoming an anti-racist organisation is ongoing, with no one single stopping point. We recognise the interconnected and intersectional nature of racism, ableism, classism, hetero-sexism and sexism. The EEDI committee will work to address oppression in its various forms for our community of staff and students, with many, often intersecting, identity positions.

*Diversity is something we have. Inclusion is something we do.*

Mountview's Mission, Vision, and Values guide our actions to move towards a more racially just institution. Our mission's commitment to 'dismantle barriers to arts engagement' and to 'challenge the status quo' directly supports dismantling racist structures, while our commitment to develop practitioners who are 'bold - fuelled by curiosity, courage, optimism, and purpose' ensures graduates equipped to lead change. The vision's dedication to placing 'inclusivity at the heart of our training and our organisation' and committing to 'anti-oppressive practices' makes clear that anti-racism is central to our identity. Our values reinforce this foundation: CREATE BELONGING actively seeks to 'break down barriers to inclusion,' while CHALLENGE THE STATUS QUO drives us to question existing discriminatory systems. TRANSPARENT COMMUNICATION ensures 'clear accountability' in our anti-racist work and COMPASSIONATE COLLABORATION commits us to 'working together with respect' and 'developing cultural competency.' Together, these interconnected elements ensure that our anti-racism efforts are not separate initiatives but are woven throughout every aspect of our work.