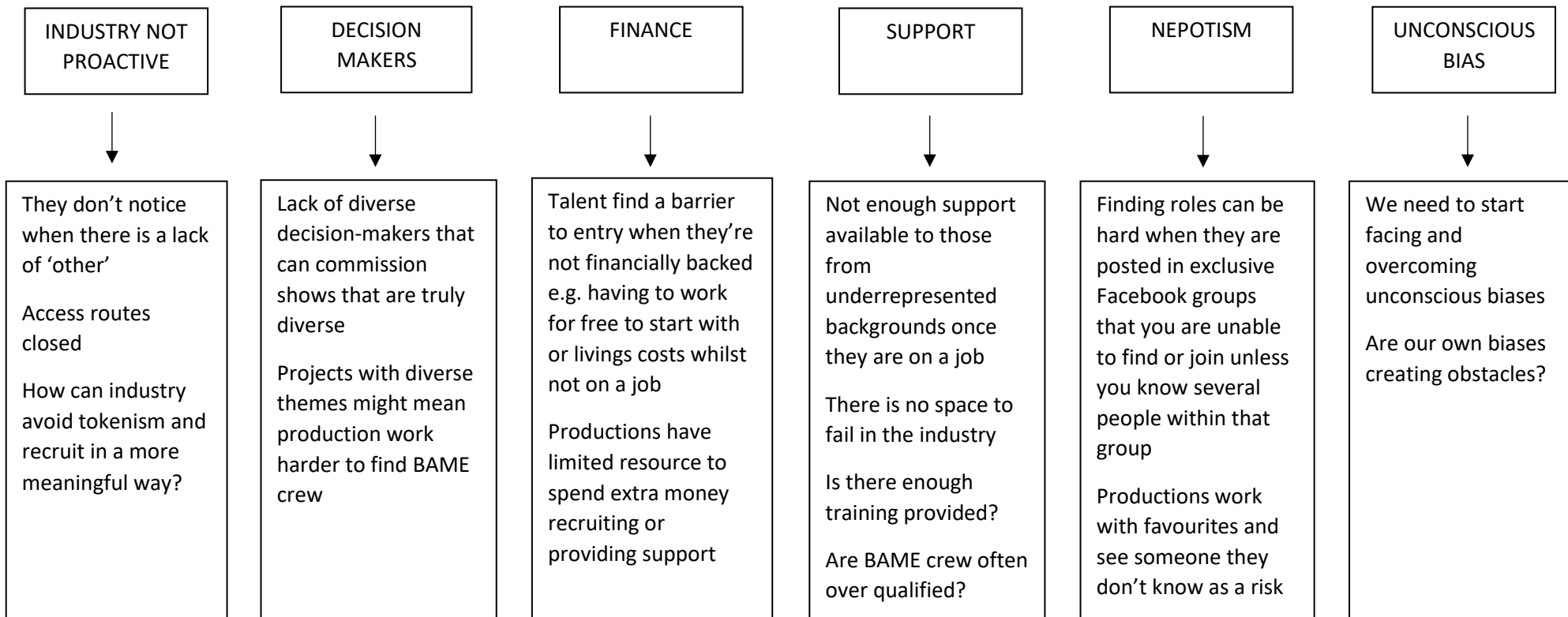


LEEDS | 4 JULY 2019



## ADJUSTING PERSPECTIVE: GETTING MORE BAME CREW ON SET

Together we identified the below categories as some of the biggest issues we are currently facing around BAME representation on our sets in Yorkshire.



Using the outcomes of the session as a guide we have put together the below lists of things to do and things to think about, which we hope you will find useful in your future work.

### Identified solutions:

- Form partnerships with those that have more knowledge than you, and you can turn to for information and help. Look to companies that have infrastructure for long-term support such as agents, screen agencies, initiatives or groups such as Film London's Equal Access Network
- Form partnerships with schools to ensure engagement with potential future talent from a young age
- Advertise jobs publically and build in the recruitment process to your timelines. Employers wanting to make a conscious and active change in who they hire should not be afraid to flag that they're wanting to recruit people that represent the diversity of the UK
- Actively research and physically go out and talk to people within the communities you are trying to reach, being told there are jobs *for them* will help prevent self-deselection and imposter syndrome. Build local networks and perhaps organise meet and greets during quiet periods to continue engaging with as wide a range of people as possible
- Longevity for those who do get work, continue to work with talent to ensure there is further opportunity for them down the line and reassuring them that they were not just part of a box ticking exercise
- Mentor all employees that may not know their way around yet, offer support and check in regularly. Put in a little extra effort to nurture those who may feel out of place and offer feedback and assurance, they may not have families or friends who know the industry and can do this. Ask all new crew/staff how to get the best out of them and remove barriers for all
- Build a reputation as risk taking and word will spread, meaning an increased volume of applications from underrepresented backgrounds
- Taking an intersectional approach to hiring those from BAME backgrounds might help to ensure diversity of experience and avoid tokenism or box ticking
- Decision makers to receive training to help with their understanding around achieving true diversity

### Things to think about:

- Can we be more open minded to giving crew and those hiring second chances?
- Could access to jobs be based on potential and not just experience?
- Can role models work on changing perceptions to increase trust and decrease self-deselection for those from BAME backgrounds?
- Don't be scared of the conversation: have a constant dialogue to ensure the diversity agenda is a constant conversation

