

Next steps for improving diversity and inclusion in the UK screen sector 6th December 2018

CONDITIONS FOR USE OF TRANSCRIPTS:

This document is intended to provide a timely reference for interested parties who are unable to attend the event to which it refers. Some portions are based on transcripts of proceedings and others consist of text submitted by speakers or authors, and are clearly marked as such. As such, apart from where it is indicated that the text was supplied by the speaker, it has not been possible for the transcript to be checked by speakers and so this portion of the document does not represent a formal record of proceedings. Despite best endeavours by Westminster Forum Projects and its suppliers to ensure accuracy, text based on transcription may contain errors which could alter the intended meaning of any portion of the reported content. Anyone who intends to publicly use or refer to any text based on the transcript should make clear that speakers have not had the opportunity for any corrections, or check first with the speaker in question. If in doubt please contact the forum first.

Contents

About this Publication	3
<u>Agenda</u>	4
Session Chair's opening remarks	
Baroness Hussein-Ece, Liberal Democrat Lords Spokesperson (Equalities) (transcript)	5
Regulatory priorities for improving diversity in the UK TV sector Vikki Cook, Director for Standards and Audience Protection, Ofcom (transcript)	7
Latest progress and the way ahead for inclusion in the British film industry	
Jennifer Smith, Head of Inclusion, BFI (transcript)	10
Questions and comments from the floor (transcript)	13
Widening the talent pool and developing skill-sets for the future: sector and education initiatives, recruitment	
practices and attracting diverse talent	
Ade Rawcliffe, Head of Diversity, ITV Commissioning (transcript)	19
Neil Hatton, Chief Executive Officer, UK Screen Alliance (transcript)	22
Bob Clarke, Founder, Mama Youth Project (transcript)	25
David Proud, Actor, Writer and Consultant (transcript)	27
Questions and comments from the floor (transcript)	28
Session Chair's closing remarks	
Baroness Hussein-Ece, Liberal Democrat Lords Spokesperson (Equalities) (transcript)	38
Session Chair's opening remarks	
Neil Hatton, Chief Executive Officer, UK Screen Alliance (transcript)	40
Priorities for supporting an inclusive screen sector	
Marianne Grant, UK Representative, Motion Picture Association of America (transcript)	41
Addressing key challenges around progression and developing diversity in leadership: monitoring and data-gaps,	
workplace culture and delivering diverse creative output globally	
Nina Bhagwat, Off-Screen Diversity Executive, Channel 4 (transcript)	45
Emily Guarino, Head of Legal & Business Affairs, Maverick TV (transcript)	48
lan Manborde, Equalities & Diversity Organiser, Equity (transcript)	50
Questions and comments from the floor with Marianne Grant , UK Representative, Motion	
Picture Association of America (transcript)	53
Representing society in UK broadcasting	
Lord Dr Hastings of Scarisbrick CBE, Global Head of Corporate Citizenship, KPMG International and former	
Head of Public Affairs, BBC (transcript)	60
Questions and comments from the floor (transcript)	65
Session Chair's and Westminster Media Forum closing remarks	
Neil Hatton, Chief Executive Officer, UK Screen Alliance (transcript)	69
Peter van Gelder, Director, Westminster Media Forum (transcript)	70
List of Delegates Registered for Seminar	71
Contributor Biographies	75
About the Core Sponsors of the Westminster Media Forum	78

About this Publication

This publication reflects proceedings at the Westminster Media Forum Keynote Seminar: Next steps for improving diversity and inclusion in the UK screen sector held on 6th December 2018. The views expressed in the articles are those of the named authors, not those of the Forum or the sponsors, apart from their own articles.

Although Westminster Media Forum is grateful to all sponsors for the funding on which we depend, participation in events and publications is never conditional on being a sponsor. As well as funding ongoing operations, sponsorship enables the Forum to distribute complimentary copies of publications, and offer complimentary tickets for events, to Government ministers, parliamentarians and officials most involved in policy.

This publication is copyright. Its copying, in whole or in part, is not permitted without the prior written consent of the publishers. However, extracts of the text may be reproduced for academic or review purposes, subject to the conditions of use outlined in the previous page, providing they are accurate, are not used in a misleading context and the author, their organisation and the Westminster Media Forum are acknowledged. We would also appreciate being informed.

Westminster Media Forum

UK Headquarters 4 Bracknell Beeches Old Bracknell Lane West Bracknell Berkshire RG12 7BW

T: 01344 864796 F: 01344 420121 publications@westminsterforumprojects.co.uk

Directors

Peter van Gelder Chris Whitehouse