

# Diversity on and off-screen - key initiatives, access and developing talent 8<sup>th</sup> November 2016

# **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
<u>Session Chair's opening remarks</u> <u>Lord Holmes of Richmond, Disability Commissioner, Equality and Human Rights Commission (transcript)</u>	6
Towards a diverse UK creative economy: priorities for investment	
Caroline Norbury, Chief Executive Officer, Creative England (transcript)  Questions and comments from the floor (transcript)	7 10
Issues and best practice in supporting an inclusive and diverse off-screen media workforce	
Addressing under-representation - skills, collaboration and sustainability  Nigel Warner, Co-Founder, Creative Access and Co-Founder, Lexington Communications (transcript)	13
Breaking down barriers in the TV industry workforce	
Bella Lambourne, HR and Operations Director, Endemol Shine UK (transcript)	16
Monitoring diversity - partnerships, data and sharing best practice	
Jonathan Simon, Diamond Project Director, Creative Diversity Network (transcript)	19
<u>Cross-sector partnerships: building strong diversity strategies</u>	
Anjani Patel, Head of Diversity, PACT (transcript)	22
Questions and comments from the floor (transcript)	24
<u>Session Chair's closing remarks</u> <u>Lord Holmes of Richmond</u> , Disability Commissioner, Equality and Human Rights Commission ( <i>transcript</i> )	33
Session Chair's opening remarks	
Baroness Benjamin, Member, House of Lords Communications Committee (transcript)	34
Priorities for public service broadcasting	
<u>The next charter: the BBC's diversity and inclusion strategy</u> <b>Tunde Ogungbesan</b> , Head of Diversity, Inclusion and Succession, BBC (transcript)	36
Nurturing diverse talent: 360° Charter for change  Den Prooks. Chief Marketing and Communications Officer. Channel 4 (transcript)	40
<b>Dan Brooke</b> , Chief Marketing and Communications Officer, Channel 4 ( <i>transcript</i> )  Questions and comments from the floor ( <i>transcript</i> )	40
Reflecting Britain on-screen - representation, visibility and the impact on creative and economic growth	
'The BFI Filmography - big data as evidence base for decision making'	
Gabriele Popp, Head of Collections and Information, British Film Institute (transcript)	48
Casting diverse talent and addressing stereotypes	
Roger Charteris, Managing Director, The Artists Partnership (transcript)	51
Key issues in the portrayal of trans people in the media	
Rebecca Root, Actor (transcript)	54
<u>Priorities for BAME representation on-screen</u>	
Zai Bennett, Director of Sky Atlantic, Sky (transcript)	57
Questions and comments from the floor (transcript)	59
Session Chair's and Westminster Media Forum closing remarks	
Baroness Benjamin, Member, House of Lords Communications Committee (transcript)	63
Amy Cutter, Producer, Westminster Media Forum (transcript)	64
Comments  Charles to Colored PEO House Office	65
Stephanie Calvert, BFO, Home Office  Paul Craig, Company Director/Producer, Viewtorch Pictures	
Kandace Caine-Small, Producer, Innovative Diversity Awards	
Aysha Scott, Filmmaker, A Scott Productions	
John Poulter, Acting Head of Journalism and Media, Leeds Trinity University	
Sophie Mayer, Co-founder, Raising Films	
Kalwant Gill, Founder, PatchworkQuilt	
List of Delegates Registered for Seminar	73
Contributor Biographies	78
About the Core Sponsors of the Westminster Media Forum	81

Please be advised that speakers' PowerPoint presentations are included within the transcript itself, just beneath the relevant speaker's text. Please note that not all speakers are able to grant permission for us to include their slides.

# **About this Publication**

This publication reflects proceedings at the Westminster Media Forum Keynote Seminar: Diversity on and off-screen - key initiatives, access and developing talent held on 8<sup>th</sup> November 2016. 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