

## **Name Withheld 7**

I am BAME performer and lecturer and part of several unions and projects in constant conversation with drama schools and graduates through my work.

In response to the recent meeting at Porticulis House and the lack of ring-fencing applied towards the long lasting contribution towards ensuring diversity on screen, I find myself compelled to urge Ofcom to set minimum standards that the BBC must reach in order to fulfill its diversity requirements under the charter.

For on-screen diversity this can be a minimum number of lead roles.

This includes greater efforts to find writers that accurately represent London as a multicultural society in order to achieve this:

For off-screen this must be a minimum spend on programmes produced by diverse staff in key roles or with a specified percentage of bame/diverse staff making programmes in positions of editorial responsibility.

Off-screen diversity is as important as on-screen diversity and has an impact on it.

The BBC in particular are steadfastly refusing to acknowledge the importance of it's programming and commissioning when it comes to the representation of ethnic minorities and international actors on screen by continuously making choices that inaccurately represent the BAME community and fail to engage them as creatives production-side.

In 2017, this is no longer acceptable. It serves to reinforce the institutional prejudice that is present in many organisations in the performance industry and sends a strong message to our young people that they are not considered worthy of representation on screen or worse- are totally invisible.

There is an easy and long lasting way to make sure we accurately secure diversity in our visual media and this is it.

I hope you will seriously consider the many voices that have come to you on this matter.'