

## **Campaign for Broadcasting Equality CIO response to the Ofcom Consultation on “Thematic review of representation and portrayal on the BBC”**

The Campaign for Broadcasting Equality (CBE) welcomes the Terms of Reference for the “Thematic review of representation and portrayal on the BBC” and the invitation to submit views on the considerations that Ofcom should take into account as part of this review.

In particular, we recognize the importance of investigating 1.14 Content Analysis, 1.15 the Content Creation Chain, and 1.16 Organisational Culture.

Organisational culture impacts on all of the above and so this submission on what Ofcom should take into account will be limited to organizational culture.

### **Organisational Culture**

#### **Racial discrimination and microaggressions**

CBE has been approached by BAME people who do work, or have worked, within the BBC, who say they have experienced racial discrimination and microaggressions. Without exception, these people fear that publicising the detail of their experiences could lead to identification and threaten future employment prospects in the industry.

Ofcom should invite people who believe they have experienced racial discrimination and microaggressions, while working for the BBC, to meet with Ofcom to share their experiences. Ofcom should establish and publicise a protocol which can reassure them that confidentiality can be maintained and that nothing will be published that could lead to identification.

#### **Senior leadership**

In 2015, Broadcast reported that “The BBC has hired six diverse professionals to its leadership development programme to encourage greater breadth of representation at a senior level across the industry.”<sup>1</sup>

In November 2016, Nicholas Hellen, the Sunday Times Social Affairs Editor, reported that the BBC had “been hit by an exodus of ethnic minority executives and staff, with some blaming discrimination and lack of promotion prospects.”<sup>2</sup>

Ofcom should interview the people identified in these articles to assess the extent, if any, to which discrimination and microaggressions might be experienced at a senior level.

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<sup>1</sup> <https://www.broadcastnow.co.uk/bbc-hires-bame-execs-for-diverse-leadership-push-5086570.article#commentsJump>

<sup>2</sup> <https://www.thetimes.co.uk/article/black-and-asian-executives-quit-snowy-white-peak-bbc-xqzlvp85j>

### Exit packages

Ofcom should obtain details of the exit packages for BAME staff who have left the BBC over the past five years.

### Other protected characteristics

This submission is focused on the impact of the organizational culture on BAME people. Similar actions should be considered for people with other protected characteristics.