

# OPEN SOURCE

## - UK SCRIPTED FILM & TV-

### DIVERSITY, EQUITY & INCLUSION DIRECTORY

#### ABOUT

This is an open-source directory intended to centralise contacts and organisation supporting inclusive recruitment, broadening networks and positive working culture.

It is an imperfect but hopefully useful resource, completed in my own personal time: if you have any updates, errors or omissions, please feel free to email me [biancagavin11@gmail.com](mailto:biancagavin11@gmail.com) *(no CVs to this address please)*

Feel free to share this document with anyone who may find it useful!

*\*Listings in **Yellow** are new listings, updated since the last issued directory in November 2020.*

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## CONTACTS & ORGANISATIONS

### Access All Areas (London)

Web:	<a href="http://www.accessallareastheatre.org/train">http://www.accessallareastheatre.org/train</a>
Email:	<a href="mailto:hello@accessallareastheatre.org">hello@accessallareastheatre.org</a>
Contacts:	Nick Llewellyn (Artistic Director), Patrick Collier (Executive Director)
Overview:	Performance Making Diploma for Actors with Learning Disabilities, run in association with Central School of Speech & Drama

### Access VFX (UK, Global)

Web:	<a href="https://www.accessvfx.org/">https://www.accessvfx.org/</a>
Email:	<a href="mailto:info@accessvfx.org">info@accessvfx.org</a>
Contacts:	<a href="https://www.accessvfx.org/contact">https://www.accessvfx.org/contact</a>
Overview:	Global, industry-led, non-profit comprised 40 leading companies, industry bodies and educators pursuing inclusion, diversity, awareness and opportunity within the VFX, Animation & Games industries.
DEI:	Offers community, career resources and opportunity listings for traineeships. Q-VFX an inclusive community for LGBTQ+ staff and aspiring talent in VFX, Animation and Games.

### Arts Emergency (London, Manchester, Thanet, Merseyside, plan for regional expansion)

Web:	<a href="https://arts-emergency.org/">https://arts-emergency.org/</a>
Email:	<a href="mailto:info@arts-emergency.org">info@arts-emergency.org</a>
Contacts:	Susuana Amoah, Sarah Ayodeji Neil Griffiths (CEO)
Overview:	Award-winning mentoring charity and network working in London and regions. To help marginalised young people overcome barriers to participation and success in creative and cultural industries.
DEI:	Supports less privileged young people

### Anxiety in the Arts (Lambeth, London & UK)

Web:	<a href="https://anxietyinthearts.org.uk">https://anxietyinthearts.org.uk</a>
Email:	<a href="mailto:contact@anxietyinthearts.org.uk">contact@anxietyinthearts.org.uk</a>
Overview:	Empowering women of colour who work and study in the arts, started as a response to the Covid pandemic.
DEI:	Runs Future Leaders course, designed to build the next generation of BAME creative leaders.

**B Inclusive Task Force (formerly BAME TV Task Force)**

<b>Web:</b>	<a href="https://www.facebook.com/groups/979479202461397/">https://www.facebook.com/groups/979479202461397/</a>
<b>Email:</b>	<a href="mailto:bametvtaskforce@gmail.com">bametvtaskforce@gmail.com</a>
<b>Contacts:</b>	Vivian, Carissa and Jacqui
<b>Overview:</b>	Begun with a letter June 2020 sent to government and industry highlighting the cultural problems with the TV Industry <a href="https://drive.google.com/file/d/1xRlvWoTjUOSnaQGh9xIhMr1K2YuuXbUE/view">https://drive.google.com/file/d/1xRlvWoTjUOSnaQGh9xIhMr1K2YuuXbUE/view</a> Now developing 5x programmes to address the issue and seeking pan-broadcaster support.
<b>DEI:</b>	Proposed programmes to be attached to major training provider and soon seeking funding: <ul style="list-style-type: none"> <li>- Step Up (mid level to managerial)</li> <li>- Crossover (non-scripted to Scripted; also potential for crossover from other industries)</li> <li>- Future Leaders Supercharger</li> <li>- 360 (Unscripted)</li> <li>- Future Female Directors</li> </ul>

**B3Media (London)**

<b>Web:</b>	<a href="http://www.b3media.net/">http://www.b3media.net/</a>
<b>Contacts:</b>	Marc Boothe, Jeanne Nguyan
<b>Overview:</b>	Mission to get more BAME voices into the creative industries, by inspiring more young people to get into the industry and helping those in the industry rise higher.
<b>DEI:</b>	Programmes for BAME talent include: workshops, networking and soon launching B3 origin – mentoring and development scheme for film/tv creatives

**BAFTA (UK, London, Scotland, Wales)**

<b>Web:</b>	<a href="http://www.bafta.org">http://www.bafta.org</a>
<b>Email:</b>	<a href="mailto:reception@bafta.org">reception@bafta.org</a>
<b>Regional:</b>	<a href="http://www.bafta.org/scotland">http://www.bafta.org/scotland</a> ; <a href="http://www.bafta.org/wales">http://www.bafta.org/wales</a>
<b>Contacts:</b>	Laura Kloss (Fundraising Officer) <a href="mailto:laurak@bafta.org">laurak@bafta.org</a> Tim Hunter (Director of Learning & New Talent)
<b>Overview:</b>	An independent world-leading British charity that supports, develops & promotes the art forms of the moving image, most famous for annual awards ceremony.
<b>DEI:</b>	BAFTA Elevate is a well established 12-month programme for talent from underrepresented groups. BAFTA Flare x BAFTA Crew supports LGBTQ+ filmmakers to move towards their first feature film/major broadcast. BAFTA Scholarships awarded to students in need of financial assistance to study courses in film, games or TV. Diversity Pledge: <a href="http://www.bafta.org/about/mission/bafta-and-diversity">http://www.bafta.org/about/mission/bafta-and-diversity</a> BAFTA (Regional) Crew Directory: <a href="https://www.bafta.org/supporting-talent/crew-directory-2019-20">https://www.bafta.org/supporting-talent/crew-directory-2019-20</a> Mentoring: <a href="http://www.bafta.org/supporting-talent/bafta-crew/bfi-network-x-bafta-crew-mentoring">http://www.bafta.org/supporting-talent/bafta-crew/bfi-network-x-bafta-crew-mentoring</a>

**BEAM & BEATS (UK)**

Web:	<a href="http://wearebeats.org.uk/">http://wearebeats.org.uk/</a>
Email:	<a href="mailto:beatsorguk@gmail.com">beatsorguk@gmail.com</a>
Overview:	Not-for-profit advocacy organisation founded by British East & South East Asians working in Theatre and Screen industry.
DEI:	Includes directory of writing and directing talent. The BEATS Fellowship is a mentoring programme for screenwriters and directors.

**BECTU (UK)**

Web:	<a href="https://bectu.org.uk/">https://bectu.org.uk/</a>
Email:	<a href="mailto:info@bectu.org.uk">info@bectu.org.uk</a>
Contacts:	Philippa Childs (Head of BECTU)
Overview:	UK Union representing over 40,000 staff, contract and freelance workers in media and entertainment industry
DEI:	Offers support and advice via Diversity Hub: <a href="https://bectu.org.uk/diversity-bectu/">https://bectu.org.uk/diversity-bectu/</a> Working with Marcus Ryder on independent TV racism reporting body: <a href="https://bectu.org.uk/news/bectu-starts-work-on-independent-tv-racism-reporting-body/">https://bectu.org.uk/news/bectu-starts-work-on-independent-tv-racism-reporting-body/</a> Drama training programmes in Scotland: <a href="https://bectu.org.uk/bectu-vision/">https://bectu.org.uk/bectu-vision/</a> Useful Pages and committees: <a href="https://bectu.org.uk/topic/equality-and-diversity/">https://bectu.org.uk/topic/equality-and-diversity/</a> <a href="https://www.bectucostume.com/equality-diversity">https://www.bectucostume.com/equality-diversity</a>

**Beyond Brontes, Screen Yorkshire (Yorkshire)**

Web:	<a href="https://www.screenyorkshire.co.uk/training-skills/beyond-brontes/">https://www.screenyorkshire.co.uk/training-skills/beyond-brontes/</a>
Email:	<a href="mailto:info@screenyorkshire.co.uk">info@screenyorkshire.co.uk</a>
Contact:	Sam Fray (Promgramme Manager) <a href="mailto:sam@screenyorkshire.co.uk">sam@screenyorkshire.co.uk</a>
Overview /DEI:	Beyond Brontes supports young people from a diverse range of backgrounds and circumstances to overcome obstacles that may have prevented them from entering the screen industries.

**BFI & The BFI Film Academy (UK, Regional)**

Web:	<a href="http://www.bfi.org.uk">www.bfi.org.uk</a> <a href="https://www.bfi.org.uk/bfi-film-academy-opportunities-young-creatives">https://www.bfi.org.uk/bfi-film-academy-opportunities-young-creatives</a>
Email:	<a href="mailto:filmacademy@bfi.org.uk">filmacademy@bfi.org.uk</a>
Overview:	Open to young people from anywhere in the UK and from any background, the BFI Film Academy offers a real chance for talented 16-19-year-olds to develop new skills and build a career in the film industry.
DEI:	<b>BFI Diversity Standards:</b> Contractual requirement for all funded film projects, which also shaped Oscar diversity standards. Every project must fulfil one of two: A) on-screen representation, themes and narratives B) creative leadership and project team C) industry access and opportunities D) audience development <a href="file:///Users/biagavin/Downloads/bfi-diversity-standards-criteria-2019-07-23.pdf">file:///Users/biagavin/Downloads/bfi-diversity-standards-criteria-2019-07-23.pdf</a> <b>BFI Action List for Prevention of Bullying, Harassment &amp; Racism:</b> <a href="https://www.screenskills.com/media/4312/bfi-action-list-film-tv-industries.pdf">https://www.screenskills.com/media/4312/bfi-action-list-film-tv-industries.pdf</a>

### **Bird's Eye View (BEV) (UK)**

<b>Web:</b>	<a href="https://www.birds-eye-view.co.uk/">https://www.birds-eye-view.co.uk/</a>
<b>Email:</b>	<a href="mailto:mail@birds-eye-view.co.uk">mail@birds-eye-view.co.uk</a>
<b>Overview:</b>	Not-for-profit that centres the female perspective in film and campaigns for gender equality in all film spaces.
<b>DEI:</b>	Spotlights and celebrates new and classic films created by women through the #ReclaimTheFrame project (RTF), funded by the BFI Audience Fund, and support women working in film through advocacy, investment, mentoring and events.

### **The Black Costume Network (BCN) (UK)**

<b>Insta:</b>	@theblackcostumenetwork
<b>Email:</b>	<a href="mailto:theblackcostumenetwork@gmail.com">theblackcostumenetwork@gmail.com</a>
<b>Overview/</b>	BCN is a cohort creating an open and safer space for black and mixed race creatives in the costume industry, in the UK (and beyond). A place for often underrepresented voices to be heard, whilst focussing on positivity, progression, action and support.
<b>DEI:</b>	

### **The Black Sound Society (BSS) (UK)**

<b>Web:</b>	<a href="https://www.blacksoundsociety.org/members">https://www.blacksoundsociety.org/members</a>
<b>Overview/</b>	Professionals working across all grades in production and post production film & television sound, providing members with a network for advice and support.
<b>DEI:</b>	Database of members, resource page and recommended actions.

### **The British Blacklist (UK)**

<b>Web:</b>	<a href="http://thebritishblacklist.co.uk/">http://thebritishblacklist.co.uk/</a>
<b>Email:</b>	<a href="mailto:info@thebritishblacklist.com">info@thebritishblacklist.com</a>
<b>Social:</b>	<a href="https://www.facebook.com/thebritishblacklist">https://www.facebook.com/thebritishblacklist</a>
<b>Overview:</b>	Online platform which celebrates Black British creative professionals on the Screen and Stage, in Sound and Literature both up front and behind the scenes.
<b>DEI:</b>	Talent database ( <i>currently being updated</i> ), events listings, reviews and talent showcases.

### **Brixton Finishing School (London)**

<b>Web:</b>	<a href="https://brixtonfinishingschool.org/hire-our-graduates/">https://brixtonfinishingschool.org/hire-our-graduates/</a>
<b>Overview</b>	Offers free 10 week programme for 18-25 year olds delivering a premium learning experience to pursue careers in advertising, creative and digital/tech industries.
<b>/DEI:</b>	Opportunity to share job opportunities with their alumni.

### **Calltime Foundation (UK)**

<b>Web:</b>	<a href="http://www.calltimefoundations.com/">http://www.calltimefoundations.com/</a>
<b>Contacts:</b>	Tamana Bleasdale and Vicki Allen (Co-Founders)
<b>Overview:</b>	Set up to discover, train and support emerging talent.
<b>DEI:</b>	In 2017 20% were BAME, 10% over 30 years old and 25% from outside London. Calltime Foundation aims to offer 25% of their placements free to trainees from underprivileged and underrepresented backgrounds.

### Cinemamas (UK)

Web:	<a href="https://www.cinemamas.co.uk/">https://www.cinemamas.co.uk/</a>
Facebook:	<a href="https://www.facebook.com/groups/1070546736484703/">https://www.facebook.com/groups/1070546736484703/</a>
Overview /DEI:	Online platform for mothers (and all parents) working in the film industry who want to connect and create a positive community built around mutual support. Promoting flexible working and job-sharing opportunities, mentoring and ad hoc advice.

### Cine-Sister (UK)

Web:	<a href="https://cinesisterfilm.com/">https://cinesisterfilm.com/</a>
Email:	<a href="mailto:cinesisterfilm@gmail.com">cinesisterfilm@gmail.com</a>
Overview /DEI:	Cine-Sister showcases and promotes films made with female-identifying filmmakers through screenings, workshops and events.

### Carousel (Brighton)

Web:	<a href="http://www.carousel.org.uk">www.carousel.org.uk</a>
Email:	<a href="mailto:enquiries@carousel.org.uk">enquiries@carousel.org.uk</a>
Contacts:	Liz Hall (Director) <a href="mailto:liz.hall@carousel.org.uk">liz.hall@carousel.org.uk</a> ; David Parker (Senior Producer Film & Digital) <a href="mailto:david.parker@carousel.org.uk">david.parker@carousel.org.uk</a>
Overview:	Helps learning disabled artists develop their creative lives and voices.
DEI:	Oska bright Film festival – showcasing short films made by people with learning disabilities. Produced, managed and presented by a learning disabled team. Young Oska Bright – cultivating the next generation of learning disabled filmmakers

### Coalition for Change (UK)

News:	<a href="https://variety.com/2020/tv/global/u-k-coalition-for-change-this-is-the-moment-for-an-industry-reset-guest-column-1234785168/">https://variety.com/2020/tv/global/u-k-coalition-for-change-this-is-the-moment-for-an-industry-reset-guest-column-1234785168/</a>
Contacts:	Adeel Amini <a href="https://www.linkedin.com/in/adeel-amini-0a4a8185">https://www.linkedin.com/in/adeel-amini-0a4a8185</a>
Overview:	Broadcasters, SVODs and industry bodies backed coalition, organised by Adeel Amini from the TV Mindset, to improve freelance working practices. Download: <a href="https://members.bectu.org.uk/advice-resources/library/2809">https://members.bectu.org.uk/advice-resources/library/2809</a>

### Comedy 50:50 (UK)

Web:	<a href="https://comedy5050.com/">https://comedy5050.com/</a>
Email:	<a href="mailto:comedy5050@comedy5050.com">comedy5050@comedy5050.com</a>
Contacts:	Saskia Schuster (Founder), Emma Barnard (Project Manager)
Overview:	Initiative to address gender imbalance in comedy.
DEI:	Includes access to database of female comedy writers (co-hosted by The Talent Manager) and Opportunities page.

### Creative Access (UK)

Web:	<a href="https://creativeaccess.org.uk">https://creativeaccess.org.uk</a>
Contacts:	Josie (Chief Exec) <a href="mailto:josie@creativeaccess.org.uk">josie@creativeaccess.org.uk</a>
Overview:	Dedicated to recruiting BAME talent in the creative industries, facilitating paid internships, employer training and sharing opportunities.
DEI:	Jobs postings aimed at diverse candidates; committed to diverse talent career development. Runs <b>Set Access</b> , Guy Ritchie's Film Talent Development Programme promoting a more diverse workforce. <a href="https://creativeaccess.org.uk/news/set-access/">https://creativeaccess.org.uk/news/set-access/</a>

### **Creative Diversity Network (CDN) (UK)**

<b>Web:</b>	<a href="https://creativitydiversitynetwork.com/">https://creativitydiversitynetwork.com/</a>
<b>Email:</b>	<a href="mailto:enquiries@creativitydiversitynetwork.com">enquiries@creativitydiversitynetwork.com</a>
<b>Contacts:</b>	Deborah Williams, Amy Turton (Diamond)
<b>Overview:</b>	Purpose is to enable the UK Broadcasting industry to increase diversity and inspire inclusion.
<b>DEI:</b>	Resources available for fair and inclusive recruitment. Project Diamond – UK’s online system to obtain consistent diversity data on the shows commissioned by broadcasters; resources and reports available via CDN website Doubling Disability initiative signed up by key broadcasters: <a href="https://creativitydiversitynetwork.com/doubling-disability/">https://creativitydiversitynetwork.com/doubling-disability/</a> CDN Awards every two years acknowledging the achievements of on and offscreen talent.

### **Creative Industries Project (CIP) (London)**

<b>Web:</b>	<a href="https://www.opportunities-shp.org.uk/arhouse">https://www.opportunities-shp.org.uk/arhouse</a>
<b>Email:</b>	<a href="mailto:opportunities@shp.org.uk">opportunities@shp.org.uk</a>
<b>Overview /DEI:</b>	Run by Arthouse and Single Homeless Project (SHP), CIP aims to enhance the connection between training course, employability support and work placements to support people moving further along their employment within the creative industries in London – including filmmaking. Seeking work placement providers via production companies.

### **Creative Mentor Network (UK)**

<b>Web:</b>	<a href="https://www.creativementornetwork.org/">https://www.creativementornetwork.org/</a>
<b>Contacts:</b>	Isabel Farchy (CEO & Founder) <a href="mailto:isabel@creativementornetwork.org">isabel@creativementornetwork.org</a> (media enquiries) Katie Greene (MD) <a href="mailto:katie@creativementornetwork.org">katie@creativementornetwork.org</a> (company partner enquiries) <a href="https://www.creativementornetwork.org/contact">https://www.creativementornetwork.org/contact</a> for further contacts
<b>Overview /DEI:</b>	Mission is to make the creative world of work more inclusive. Offering a range of mentoring programmes helping those from lower socio economic backgrounds find career opportunities, and helping businesses access more diverse talent.

### **Creative Sparkworks (London)**

<b>Web:</b>	<a href="https://creative-sparkworks.org/">https://creative-sparkworks.org/</a>
<b>Email:</b>	<a href="mailto:info@creative-sparkworks.org">info@creative-sparkworks.org</a>
<b>Contacts:</b>	Sylvia Edwards (CEO), Sam Edwards (Creative Director) Sasha Handover (Partnerships & Business Development)
<b>Overview:</b>	Arts Charity who facilitate a wide range of free skills and employability training in film and media for young people not in education, training or employment, for a range of ages, backgrounds and abilities – including paid work experience opportunities

### **DIAG (Production Guild of Great Britain’s Diversity & Inclusion Action Group) (UK)**

<b>Web:</b>	<a href="https://productionguild.com/about-us/diversity-and-inclusion-action-group/">https://productionguild.com/about-us/diversity-and-inclusion-action-group/</a>
<b>Email:</b>	<a href="mailto:pg@productionguild.com">pg@productionguild.com</a>
<b>Overview:</b>	PGGB’s DIAG is tasked with shaping an action plan to improve diversity in the UK’s film & TV production workforce behind the camera. The DIAG comprises PGGB members working in high level positions in a range of fields including production, accounts, locations, assistant directors, post and VFX. DIAG runs masterclasses and provides resources for PGGB members and a newly launched mentoring scheme.

<b>Digital Orchard Foundation (UK)</b>	
<b>Web:</b>	<a href="https://digitalorchardgroup.com/HOME/FOUNDATION/">https://digitalorchardgroup.com/HOME/FOUNDATION/</a>
<b>Email:</b>	<a href="mailto:kate@digitalorchardgroup.com">kate@digitalorchardgroup.com</a>
<b>Contacts:</b>	Kate Rolfe (Foundation Director) <a href="mailto:kate@digitalorchardgroup.com">kate@digitalorchardgroup.com</a> Sam Margaritis (MD)
<b>Overview:</b>	Funding body, lobbying group, advice & networking facilitator, the Digital Orchard Foundation is designed to both pump-up and streamline the incredible work to support underrepresented groups happening in film and television, as well as to fill the gaps in current provision through new events, advocacy and training. Digital Orchard also takes on camera and post production trainees.
<b>DEI:</b>	Offers free downloadable resource, including to tackle inequality: <a href="https://pdfhost.io/v/3.gd9ddFq_Equality_In_Focus_Stage_Three_Post.pdf">https://pdfhost.io/v/3.gd9ddFq_Equality_In_Focus_Stage_Three_Post.pdf</a> 'Equality in Focus' training aimed at those in a hiring position to overcome inequalities.

<b>Directors Charitable Foundation (UK)</b>	
<b>Web:</b>	<a href="https://www.directorscf.org">https://www.directorscf.org</a>
<b>Email:</b>	<a href="mailto:office@directorscf.org">office@directorscf.org</a>
<b>Overview:</b>	To support and help directors in need, and to inspire young people from all backgrounds to consider a career in directing.
<b>DEI:</b>	Get Directing! is an education initiative to inform and inspire storytellers of tomorrow – particularly from underrepresented groups – by running classes, workshops and mentoring projects.

<b>Directors UK (UK)</b>	
<b>Web:</b>	<a href="https://www.directors.uk.com/">https://www.directors.uk.com/</a>
<b>Email:</b>	<a href="mailto:info@directorsuk.com">info@directorsuk.com</a>
<b>Overview:</b>	Represents over 7,000 UK Directors, as a lobbying group and to regulators, broadcasters, industry bodies and the media. Work with industry to offer career development and training support to enhance the careers of directors.
<b>DEI:</b>	<a href="https://www.directors.uk.com/about/committees">https://www.directors.uk.com/about/committees</a> - Access & Inclusion Committee <a href="https://www.directors.uk.com/campaigns/bame-directors">https://www.directors.uk.com/campaigns/bame-directors</a> - written two studies exposing inequality. <a href="https://www.directors.uk.com/campaigns/gender-equality-in-uk-tv">https://www.directors.uk.com/campaigns/gender-equality-in-uk-tv</a> - gender inequality studies and report on female representation

<b>Disabled Artists Network Community (DANC) (UK)</b>	
<b>Web:</b>	<a href="https://tripleczone.org/danc">https://tripleczone.org/danc</a>
<b>Overview:</b>	Regular networking events for established/professional artists (of any kind) that have a disability.
<b>DEI:</b>	Opening a dialogue with venues and inviting industry professionals to partake, from casting directors, producers, director, agents, CEOs and filmmakers.

<b>Disability Arts Online (UK)</b>	
<b>Web:</b>	<a href="https://disabilityarts.online/about/">https://disabilityarts.online/about/</a>
<b>Overview:</b>	Organisation, led by disabled people, to give disabled artists a platform.
<b>DEI:</b>	Directory for film & TV contacts supportive to the disabled community: <a href="https://disabilityarts.online/directory/?category=art-forms&amp;term=film-and-television">https://disabilityarts.online/directory/?category=art-forms&amp;term=film-and-television</a>



<b>Diverse Cymru (Wales)</b>	
<b>Web:</b>	<a href="http://www.diversesecymru.org.uk">www.diversesecymru.org.uk</a>
<b>Email:</b>	<a href="mailto:info@diverse.cymru">info@diverse.cymru</a>
<b>Overview:</b>	Diverse Cymru is working with professionals in the creative industries to explore positive solutions to ensure that anyone with drive and talent has a fair chance to work successfully within a growing industry that represent the true diversity of Wales.
<b>DEI:</b>	Developing pioneering research report exploring the barriers to entry in our industry, developing practical and affordable solutions to diversify the workplace. <a href="https://www.diversesecymru.org.uk/diversity-film-tv/?doing_wp_cron=1603042222.1685678958892822265625">https://www.diversesecymru.org.uk/diversity-film-tv/?doing_wp_cron=1603042222.1685678958892822265625</a> Additional Wales Support listed here: <a href="https://www.diversesecymru.org.uk/diversity-film-tv/support/">https://www.diversesecymru.org.uk/diversity-film-tv/support/</a>

<b>Equal Access Network (c/o Film London) (London)</b>	
<b>Web:</b>	<a href="https://filmlondon.org.uk/the-equal-access-network/equal-access-network-initiatives">https://filmlondon.org.uk/the-equal-access-network/equal-access-network-initiatives</a>
<b>Email:</b>	<a href="mailto:equalaccess@filmlondon.org.uk">equalaccess@filmlondon.org.uk</a>
<b>Contacts:</b>	Rebecca Baker <a href="mailto:rebecca.baker@filmlondon.org.uk">rebecca.baker@filmlondon.org.uk</a> Rebecca is happy to hear from all diverse talent looking for work, as well as those with work to offer them and training organisations.
<b>Overview:</b>	Alongside its regular free masterclasses and 1-2-1 support, EAN runs a range of specialised programmes and schemes to support new entrants, returners and under-represented talent in the industry.
<b>DEI:</b>	Have supported underrepresented talent in getting work placements and career development, as well returners

<b>Era 50:50 (UK)</b>	
<b>Web:</b>	<a href="https://www.era5050.co.uk/">https://www.era5050.co.uk/</a>
<b>Contacts:</b>	Lizzie Berrington and Polly Kemp (Co-Founders)
<b>Overview:</b>	A movement set up by actresses, Era 50:50 wants to see women represented on screen in television and theatre in equal numbers to men.
<b>DEI:</b>	Campaign organization; offers suggestions and interesting reading list <a href="https://www.era5050.co.uk/our-campaign/">https://www.era5050.co.uk/our-campaign/</a>

<b>The Film &amp; TV Charity (formerly Cinema and Television Benevolent Fund) (UK)</b>	
<b>Web:</b>	<a href="https://filmtvcharity.org.uk/">https://filmtvcharity.org.uk/</a>
<b>Email:</b>	<a href="mailto:info@filmtvcharity.org.uk">info@filmtvcharity.org.uk</a>
<b>Contacts:</b>	<b>Helpline: 0800 054 0000</b> (available to include on callsheets and email signatures etc) Alex Pumfrey (CEO)
<b>Overview:</b>	Provides 24/7 help to people in all corners of the industry through a range of support services and talent development programmes.
<b>DEI:</b>	Whole Picture Fund: 2 year programme to improve mental health in UK film, TV & cinema. <a href="https://filmtvcharity.org.uk/news-event/2-year-programme-for-better-mental-health-in-film-tv-and-cinema-kicks-off/">https://filmtvcharity.org.uk/news-event/2-year-programme-for-better-mental-health-in-film-tv-and-cinema-kicks-off/</a> Offers awards for financial support, supporting those in need of immediate support, to support creative development and training, support for carers and support for travel expenses. The Whole Picture Programme Report 2020: <a href="https://filmtvcharity.org.uk/wp-content/uploads/2020/02/The-Whole-Picture-Programme-Report.pdf">https://filmtvcharity.org.uk/wp-content/uploads/2020/02/The-Whole-Picture-Programme-Report.pdf</a>

Film Buddy (UK)	
Web:	<a href="https://filmbuddy.uk">https://filmbuddy.uk</a>
Email:	<a href="https://filmbuddy.uk/contact-us/">https://filmbuddy.uk/contact-us/</a>
Overview:	Offers bespoke mentoring and online services to inspire and assist students directly into work experience placements and employment within Film, TV and Media.
DEI:	Nurtures new and emerging talent; to nurture the next generation of diverse talent.

Film City Futures (Scotland)	
Web:	<a href="https://www.filmcityfutures.com/">https://www.filmcityfutures.com/</a>
Contact:	Rebecca Thompson (Business Dev Manager) <a href="mailto:rebecca.thompson@filmcityfutures.com">rebecca.thompson@filmcityfutures.com</a>
Overview:	Mission is to create growth for Scotland's screen sector whilst enabling access and entry to the screen industries for all - acting as a catalyst for participation, learning and innovation.
DEI:	Includes short film and feature film schemes, work with community youth organisations, courses to support business leaders/production company startups.

Film Fatales (LA, NY, WW)	
Web:	<a href="http://www.filmfatales.org">http://www.filmfatales.org</a>
Email:	<a href="mailto:info@filmfatales.org">info@filmfatales.org</a>
Contact:	Leah Meyerhoff (Founder)
Overview:	Supports an inclusive community of women feature film and TV directors to share resources, collaborate on projects and build an environment to make their films.
DEI:	Biographies and contacts for members. Parity Pipeline is a programming initiative from Film Fatales that provides a direct pipeline for film festival programmers, production companies, funders and other film industry organizations to connect with directors from underrepresented communities in an effort towards more inclusive programming and hiring practices. <a href="https://www.paritypipeline.org">https://www.paritypipeline.org</a>

Film Fixer / Set Ready Training (London)	
Web:	<a href="https://filmfixer.co.uk/training/">https://filmfixer.co.uk/training/</a>
Email:	Sue Russo <a href="mailto:Sue@filmfixer.co.uk">Sue@filmfixer.co.uk</a>
Overview:	Film Fixer works closely with Location teams and Production Offices to facilitate filming, managing filming on behalf of 14 London Boroughs.
DEI:	2021 launched Set Ready Training, with industry partners Screenskills, Creative Sparkworks and Fully Focused to deliver employability training.

Four Corners Film (London)	
Web:	<a href="https://www.fourcornersfilm.co.uk/">https://www.fourcornersfilm.co.uk/</a>
Email:	<a href="mailto:helena@fourcornersfilm.co.uk">helena@fourcornersfilm.co.uk</a> ; <a href="mailto:rozi@fourcornerfilms.co.uk">rozi@fourcornerfilms.co.uk</a>
Contacts:	Helena Goundry (Training & Arts Manager)
Overview:	Four Corners is a learning, production and exhibition centre for film and photography. They support new talent to established practitioners, enabling work that challenges and inspires.
DEI:	Four Corners participants represent a diverse group who may otherwise have had barriers to entry.

### Free The Work (International)

Web:	<a href="https://freethework.com/">https://freethework.com/</a>
Email:	<a href="mailto:community@freethework.com">community@freethework.com</a>
Overview /DEI:	Non-profit membership organisation with a curated talent discovery platform for underrepresented creators.

### GMAC (Glasgow)

Web:	<a href="http://www.gmacfilm.com">www.gmacfilm.com</a>
Email:	<a href="mailto:hello@gmacfilm.com">hello@gmacfilm.com</a>
Contacts:	Paddy Higson (CEO), Karen O'Hare (Interim Creative Dir), Marion Ferguson (General Manager)
Overview /DEI:	Based in Glasgow, GMAC's mission is to empower young people, emerging film talent and independent filmmakers to realise their ambitions in film, championing diversity and striving for social equality.

### House of Black (UK)

Web:	<a href="http://www.houseofblack.co.uk/home/">http://www.houseofblack.co.uk/home/</a>
Overview /DEI:	Platform for the Black British Community specifically dedicated to showcasing and celebrating the best in Black British talent, content and programming. They provide a place where anyone can view and share films and series which have been produced by talented individuals from the Black British Community.

### Iconic Steps (Lambeth, London)

Web:	<a href="https://iconicsteps.co.uk/">https://iconicsteps.co.uk/</a>
Email:	<a href="mailto:info@iconicsteps.co.uk">info@iconicsteps.co.uk</a>
Contact:	Victoria Ijeh (CEO & Founder)
Overview:	Iconic Steps produce high-quality videos for companies, and they work with young people to achieve their personal and professional goals using film as a medium. Their programme includes free courses in Documentary, Music Video and Advertising open to 16-25 years old.
DEI:	A social enterprise supporting local, diverse talent to overcome barriers, build confidence and impact their peers.

### I Like Networking (UK)

Web:	<a href="https://ilikenetworking.uk/about">https://ilikenetworking.uk/about</a>
Overview:	Platform aiming to support women and non-binary professionals looking for a career in the creative and cultural industry and those who already work in the field but feel stuck.
DEI:	Offers international mentoring programme with a focus on broadening networks.

### Illuminatrix (UK)

Web:	<a href="https://illuminatrixdops.com/">https://illuminatrixdops.com/</a>
Email:	<a href="mailto:illuminatrices@gmail.com">illuminatrices@gmail.com</a>
Overview:	Illuminatrix is a collective of female cinematographers based in the UK and working internationally.
DEI:	Illuminatrix Rising – offshoot showcasing the work of emerging talent: <a href="https://vimeo.com/illuminatrixrising">https://vimeo.com/illuminatrixrising</a> Mentorship: <a href="https://illuminatrixdops.com/ScreenSkills-Mentorship">https://illuminatrixdops.com/ScreenSkills-Mentorship</a>

### Independent Film Trust (IFT) (London)

Web: <https://independentfilmtrust.org/>

Overview: IFT works to increase diversity and inclusion in UK film, TV and immersive media by amplifying untold stories and championing underrepresented filmmakers. Work includes training, professional film mentoring, industry research and advocacy.

### Indie Training Fund (UK)

Web: <http://indietrainingfund.com/>

Overview: Runs training courses for freelancers in film and TV, now a part of ScreenSkills.

### Just Runners( UK)

Web: <https://www.justrunners.uk/>

Email: [work@justrunners.uk](mailto:work@justrunners.uk)

Overview /DEI: Sourcing runners from film and media courses who do not already know people in the industry, with a mission to create a fair and equal entry system for talent.

### Kindness in Film Summit (UK)

Web: <https://pehoy.com/charity/>

Email: [hello@kindnessinfilms.com](mailto:hello@kindnessinfilms.com)

Overview /DEI: Championing and fostering a kinder approach to film-making in front of and behind the camera! September 30, 2021.

### Kingdom Drama School (London & Birmingham)

Web: <https://www.kingdomdramaschool.com/>

Overview /DEI: Part-time drama school, set up by Ashley Walters and Najan Ward, home to a diverse student body who represent a variety of different backgrounds, ethnicities and cultures. Offering industry showcases and select students are represented by Apex Talent Agency: <http://www.apex.agency/>

### London Screen Academy (London)

Web: <https://lsa.ac.uk/>

Email: [enquiries@lsa.ac.uk](mailto:enquiries@lsa.ac.uk) (Fiona McGuire)

Overview /DEI: Training academy for students post-GCSE trained to work in Film/TV industry which aims to represent the demographics of London, allowing training to become accessible to those from all backgrounds. Provides work placements. Seek to increase contact with industry. Recently rolled out mentoring scheme.

### Look Beyond the List (UK & Worldwide)

Web: <https://www.lookbeyondthelist.com/>

Email: [talent@lookbeyondthelist.com](mailto:talent@lookbeyondthelist.com)

Overview: Resources site for underrepresented groups working behind the camera in the UK and beyond. Includes talent listed, training, support and inclusion tools.

**MAMA Youth Project (London)****Web:** <https://www.mamayouth.org.uk/>**Email:** [info@mamayouthproject.org.uk](mailto:info@mamayouthproject.org.uk)**Contacts:** Bob Clarke, Cristina Ciobanu**Overview:** MAMA Youth Project (MYP) aims to equip young people from 18-25 years of age with the skills and experience to secure long-term, fulfilling employment in the TV and media industry.**DEI:** They particularly focus on young people from underrepresented groups and those with limited educational or employment opportunities, including unemployed graduates. Now also offers 2-way mentoring initiative, to help exchange perspectives and improve the understanding of DEI within teams**Media Parents (UK)****Web:** <https://www.mediaparents.co.uk/>**Email:** [admin@mediaparents.co.uk](mailto:admin@mediaparents.co.uk)**Overview /DEI:** Short term, regular hours, job share and part time job opportunities in media, to help freelance working parents or those with other commitments.**Media Trust (UK)****Web:** <https://mediatrust.org/>**Overview /DEI:** Media Trust works in partnership with media/creative industry to give marginalised groups and young people a stronger voice. They run programmes to encourage young, diverse talent to develop their confidence, passions and talents for the work place. In Partnership with Screenskills, they offer a Emerging Talent Mentoring matching talent with industry professionals.  
Apply to mentor a young person: <https://mediatrust.org/youth-programmes/mentor-a-young-person/>  
Resource Hub: <https://mediatrust.org/communications-support/resource-hub/>**Mediorite (London)****Web:** <http://www.mediorite.co.uk/training/>**Email:** [lucy@mediorite.co.uk](mailto:lucy@mediorite.co.uk)**Contacts:** Lucy Ferguson [lucy@mediorite.co.uk](mailto:lucy@mediorite.co.uk)**Overview:** Conducts training in filmmaking for young people, and is a youth led video production company, offering free access to training and development.**DEI:** Works work with a diverse range of young people who are facing barriers to employment.**MITA (Moving Image Training Alliance) (UK)****Web:** <https://mita.org.uk/>**Overview:** Membership network of independent training organisations in the moving image sector. Includes, news, resources, events and opportunities.**DEI:** Directory of members: <https://mita.org.uk/directory/>

<b>Modern Tales (London)</b>	
<b>Web:</b>	<a href="https://www.moderntales.co.uk/">https://www.moderntales.co.uk/</a>
<b>Email:</b>	<a href="mailto:info@moderntales.co.uk">info@moderntales.co.uk</a>
<b>Contacts:</b>	Femi Kolade, Angeli Macfarlane
<b>Overview /DEI:</b>	Modern Tales is a professional development initiative created by Bushfire Digital and Script Cube for emerging BAME, female and disabled filmmakers. The programme provides writers, directors and producers in the development of long form dramatic fiction.

<b>Mouth That Roars (London &amp; limited International)</b>	
<b>Web:</b>	<a href="http://mouththatroars.com/about-us/">http://mouththatroars.com/about-us/</a>
<b>Email:</b>	<a href="mailto:mouththatroars@btconnect.com">mouththatroars@btconnect.com</a>
<b>Overview /DEI:</b>	Youth Media Organisation to train young people in film production who wouldn't normally have access to media resources. Producing films made by marginalised young people, encouraging them to highlight their own perspective and creating opportunities for them.

<b>MYM Academy (London)</b>	
<b>Web:</b>	<a href="https://www.fullyfocusedproductions.com/mym-academy">https://www.fullyfocusedproductions.com/mym-academy</a>
<b>Email:</b>	<a href="mailto:hello@fullyfocusedproductions.com">hello@fullyfocusedproductions.com</a>
<b>Overview /DEI:</b>	UK's leading youth-driven production company, supporting the next generation of filmmakers and underrepresented talent. MYM Academy provides free, in-depth industry training to young people interested in a career in media, film or TV. Projects include online masterclasses, Level Up Programme (intensive training) and Set Ready Training. Opportunity for industry professionals to engage, meet or mentor the talent.

<b>National Film &amp; Television School (London, Leeds, Scotland)</b>	
<b>Web:</b>	<a href="https://nfts.co.uk/">https://nfts.co.uk/</a>
<b>Email:</b>	<a href="mailto:info@nfts.co.uk">info@nfts.co.uk</a>
<b>Contacts:</b>	Jon Wardle
<b>Overview:</b>	Leading film school, internationally recognised as a model of excellence, with illustrious alumni.
<b>DEI:</b>	Toledo Scholarship for diverse talent <a href="https://nfts.co.uk/toledo-scholarship">https://nfts.co.uk/toledo-scholarship</a> Other hardship bursaries and sponsorship schemes available.

<b>New Writing North (North of England)</b>	
<b>Web:</b>	<a href="https://newwritingnorth.com/projects/">https://newwritingnorth.com/projects/</a>
<b>Overview:</b>	Established in 1996 to support writers in the north of England to fulfil their creative ambitions. Offers projects, resources and events.
<b>DEI:</b>	Sky Writes is a talent development programme to nurture TV writers from underrepresented groups and under-served areas of the North.

<b>Open Door</b> (London, Essex, Sheffield, Rotherham, East Midlands)	
Web:	<a href="https://www.opendoor.org.uk/who-are-we">https://www.opendoor.org.uk/who-are-we</a>
Email:	<a href="mailto:info@opendoor.org.uk">info@opendoor.org.uk</a>
Contacts:	David Mumemi (Artistic Director, Founder)
Overview /DEI:	Non-profit organisation that helps talented young people who do not have the financial support or resources to gain a place at the UK's leading drama schools. Includes support, free travel, bespoke workshops, mentoring, free auditions, tutoring, theatre trips, bursary advice.

<b>PACT / Pact Indie Diversity Training Scheme</b> (London and Scotland)	
Web:	<a href="http://diversity.pact.co.uk/indie-diversity-training-scheme.html">http://diversity.pact.co.uk/indie-diversity-training-scheme.html</a>
Email:	<a href="mailto:anjani@pact.co.uk">anjani@pact.co.uk</a>
Contacts:	Anjani Patel <a href="mailto:anjani@pact.co.uk">anjani@pact.co.uk</a>
Overview:	Aimed at entry level diverse talent to enter into a six month work placement and mentoring. <b>Pact</b> also provides Unconscious Bias training for producers and lists relevant training schemes for diverse talent: <a href="http://diversity.pact.co.uk/tool-kit/schemes.html">http://diversity.pact.co.uk/tool-kit/schemes.html</a>
DEI:	Also has a very useful resource on their website for disabled talent: <a href="http://diversity.pact.co.uk/tool-kit/disabled-on-screen-talent/off-screen-disabled-talent.html">http://diversity.pact.co.uk/tool-kit/disabled-on-screen-talent/off-screen-disabled-talent.html</a> and sourcing entry level talent: <a href="https://diversity.pact.co.uk/tool-kit/finding-diverse-talent/entry-level-talent.html">https://diversity.pact.co.uk/tool-kit/finding-diverse-talent/entry-level-talent.html</a>

<b>Palette_16_crew</b> (UK)	
Insta:	<a href="https://www.instagram.com/palette_16_crew/">https://www.instagram.com/palette_16_crew/</a>
Overview /DEI:	Celebrating & Promoting the skills & talent of African/ Carribean, Asian & Ethnic Crew in Film and TV, Theatre, Fashion & Editorial.

<b>Post Super</b> (UK and WW)	
Web:	<a href="https://www.post-super.com/">https://www.post-super.com/</a>
Email:	<a href="mailto:info@post-super.com">info@post-super.com</a>
Contacts:	Gemma Nicholson (Founder)
Overview /DEI:	Free resource for post supervisors and co-ordinators, providing training opportunities, information and tools for streamlining workflows – offering greater visibility and access for a more diverse workforce.

<b>Project Noir</b> (UK)	
Facebook:	<a href="https://www.facebook.com/projectnoirhub/">https://www.facebook.com/projectnoirhub/</a>
Web:	<a href="http://www.projectnoirhub.com">www.projectnoirhub.com</a>
Email:	<a href="mailto:hello@projectnoirhub.com">hello@projectnoirhub.com</a>
Contacts:	Sharlayne Flanders
Overview /DEI:	A collective of African, Caribbean and Asian heritage, which posts job opportunities, hold networking events and consults with production companies regards crewing up and being inclusive.

<b>Primetime (UK)</b>	
<b>Web:</b>	<a href="https://primetime.network/">https://primetime.network/</a>
<b>Email:</b>	<a href="mailto:hello@primetime.network">hello@primetime.network</a>
<b>Contacts:</b>	Victoria Emslie (Founder)
<b>Overview /DEI:</b>	Global visibility platform for women working above and below the line (behind the camera), to provide a practical solution to hire more gender-balanced teams.

<b>RA Agency (Reel Angels) (UK)</b>	
<b>Web:</b>	<a href="https://ra-agency.online/">https://ra-agency.online/</a>
<b>Email:</b>	<a href="mailto:creative@ra-agency.online">creative@ra-agency.online</a>
<b>Overview /DEI:</b>	Reel Angels Agency specializes in representing a broad and diverse range of female film, TV and event technical crew across the UK.

<b>Raising Films (UK)</b>	
<b>Web:</b>	<a href="https://www.raisingfilms.com/creating-inclusive-productions-resource/">https://www.raisingfilms.com/creating-inclusive-productions-resource/</a>
<b>Overview /DEI:</b>	Guidelines, solutions and resources to help support inclusive productions for parents/carers. Includes focus on enabling financial assistance for carers, encouraging flexible working, formalising a way to combat discrimination and normalising conversations around caring commitments. Resource for creating inclusive productions: <a href="https://www.raisingfilms.com/creating-inclusive-productions-resource/">https://www.raisingfilms.com/creating-inclusive-productions-resource/</a> Checklist for inclusivity: <a href="https://www.raisingfilms.com/wp-content/uploads/2020/06/Checklist_Employers-scaled.jpg">https://www.raisingfilms.com/wp-content/uploads/2020/06/Checklist_Employers-scaled.jpg</a>

<b>Resource Productions (Berkshire)</b>	
<b>Web:</b>	<a href="https://www.resource-productions.co.uk/">https://www.resource-productions.co.uk/</a>
<b>Email:</b>	<a href="mailto:info@resource-productions.co.uk">info@resource-productions.co.uk</a>
<b>Contact:</b>	Dominique Unsworth (Co-director & CEO) <a href="https://www.resource-productions.co.uk/team/">https://www.resource-productions.co.uk/team/</a>
<b>Overview:</b>	Aim to diversify the creative sector, offers free workshops for 11-25 year olds, deliver trainings, develop and support creative talent.
<b>DEI:</b>	Links to Berkshire Film Office (diverse) talent database. Short courses based around Caribbean storytelling and other themes.

<b>Rise (UK &amp; Singapore)</b>	
<b>Web:</b>	<a href="https://risewib.com/">https://risewib.com/</a>
<b>Email:</b>	<a href="mailto:carrie@risewib.com">carrie@risewib.com</a>
<b>Overview:</b>	Rise is an advocacy membership group to support women from all backgrounds working in the broadcast technology sector. Goal is to ensure there is a diverse and gender-balanced workforce in engineering, operations, sales, marketing and business.
<b>DEI:</b>	Rise Mentoring Programme; Rise Up (schools outreach programme); Events, Rise Awards.



<b>Royal Television Society (RTS) (UK)</b>	
Web:	<a href="https://rts.org.uk/">https://rts.org.uk/</a>
Email:	<a href="mailto:info@rts.org.uk">info@rts.org.uk</a>
Overview:	Educating charity promoting the art and science of television. Holds conventions and conferences nationally, with hubs in all regions of UK.
DEI:	20 bursaries each year for students from lower income backgrounds to pursue a career in television. Financial and career support including mentoring for recipients.

<b>Sara Putt Associates (London, UK)</b>	
Web:	<a href="https://saraputt.co.uk/">https://saraputt.co.uk/</a>
Email:	<a href="mailto:info@saraputt.co.uk">info@saraputt.co.uk</a>
Contacts:	Nicola Lees (Trainees) Morgana Melvin (Diverse Talent)
Overview /DEI:	High end agent for heads of Department, also offer new talent training scheme, networking and opportunities. They are committed to encouraging applicants from diverse backgrounds and ensuring their talent pool is diverse.

<b>Scene TV</b>	
Web:	<a href="http://www.scenetv.co.uk">www.scenetv.co.uk</a>
Email:	<a href="mailto:info@scenetv.co.uk">info@scenetv.co.uk</a>
Overview /DEI:	SceneTV aims to promote the inclusion of diverse talent and stories in television and film by showcasing short films and web series, profiling up and coming actors, writers and directors and highlighting training and support opportunities.

<b>Screen Alliance Wales (SAW Training) – and Wolf Studios (Wales)</b>	
Web:	<a href="https://www.screenalliancewales.com/">https://www.screenalliancewales.com/</a>
Email:	<a href="https://www.screenalliancewales.com/contact-us/">https://www.screenalliancewales.com/contact-us/</a>
Contacts:	Allison Dowzell (MD), Rhys Bebb (Education & Training Officer)
Overview:	A gateway between industry and workforce, SAW promotes, talent, crew and services of film & TV industry in Wales
DEI:	Educate and inspire young people via traineeships, work placements and a hub/network. Raises awareness of opportunities available to young people to work in film & TV, in partnership with Bad Wolf.

<b>Screen Industry Growth Network (SIGN) (Yorkshire &amp; Humber)</b>	
Web:	<a href="https://screen-network.org.uk/">https://screen-network.org.uk/</a>
Email:	<a href="mailto:enquiries@screen-network.org.uk">enquiries@screen-network.org.uk</a>
Overview:	SIGN aims to meet the challenges of a growing industry with talent and skills shortages and a lack of diversity in the workforce. Training and business support will be delivered in consultation with the industry, to create useful knowledge, creative and diverse activities and sustainable growth in the Yorkshire & Humber region.
DEI:	SIGN supports paid work placements for underrepresented groups, makes bursaries available to cover necessities such as childcare and travel, committed to help support revisions to hiring practices and policies. Projects include Industry Voices – a series of research-led video interviews – Industry Placements and Early Careers Support. <b>College of Experts:</b> <a href="https://screen-network.org.uk/project/college-of-experts/">https://screen-network.org.uk/project/college-of-experts/</a>

<b>Screen Training Alliance, Screen Scotland (Scotland)</b>	
<b>Web:</b>	<a href="https://www.screen.scot/skills-and-talent/supported-programmes/screen-training-alliance">https://www.screen.scot/skills-and-talent/supported-programmes/screen-training-alliance</a>
<b>Email:</b>	<a href="mailto:enquiries@creativescotland.com">enquiries@creativescotland.com</a>
<b>Overview:</b>	Partnership of industry based training providers with a strategic approach to the skills development of Scotland's screen sector. Provides a directory of resources, regularly updated.
<b>DEI:</b>	Includes partner initiatives: <ul style="list-style-type: none"> <li>- BBC Now &amp; Next (talent development scheme)</li> <li>- Short Circuit (film talent initiative for Scotland's writers, directors, producers)</li> <li>- TRC Media (broadcast training provider in Scotland) <a href="https://trcmedia.org/">https://trcmedia.org/</a></li> <li>- Young Films Foundation (residency for Scotland's writers, directors, producers) <a href="https://www.youngfilmsfoundation.co.uk/young-films-foundation">https://www.youngfilmsfoundation.co.uk/young-films-foundation</a></li> <li>- Scottish Film Talent Network (supports filmmaker projects and professional development) <a href="http://www.scottishfilmtalent.com/">http://www.scottishfilmtalent.com/</a></li> </ul> <p>Screen Scotland also offers additional wide-reaching support such as the Screen Hardship Fund.</p>

<b>ScreenSkills (UK)</b>	
<b>Web:</b>	<a href="http://www.screenskills.com">www.screenskills.com</a>
<b>Email:</b>	<a href="mailto:info@screenskills.com">info@screenskills.com</a>
<b>Contacts:</b>	Kaye Elliott <a href="mailto:Kaye.Elliott@screenskills.com">Kaye.Elliott@screenskills.com</a> , Lewis Wood <a href="mailto:Lewis.Wood@screenskills.com">Lewis.Wood@screenskills.com</a> Seetha Kumar (CEO)
<b>Overview:</b>	UK-wide leading skills body offering training and career development in film and TV. Includes support to help disabled talent relocate or expenses for adjustment, delivery of numerous crucial trainings including leadership & management and anti bullying and harassment.
<b>DEI:</b>	<a href="https://www.screenskills.com/about-us/diversity-and-inclusivity/working-with-the-bfi-diversity-standards/">https://www.screenskills.com/about-us/diversity-and-inclusivity/working-with-the-bfi-diversity-standards/</a>

<b>Set Change (UK)</b>	
<b>Social:</b>	<a href="https://www.facebook.com/groups/setchange">https://www.facebook.com/groups/setchange</a>
<b>Overview:</b>	Group to support people with transferable skills from other industries who would like a career in the UK Film & TV Industry.

<b>Shiny Network (UK &amp; Global)</b>	
<b>Web:</b>	<a href="https://www.shiny.network/diversity">https://www.shiny.network/diversity</a>
<b>Insta:</b>	<a href="https://www.instagram.com/shiny.network/">https://www.instagram.com/shiny.network/</a>
<b>Overview:</b>	Network connecting the industry to emerging, diverse Directors (primarily commercials and music videos)
<b>DEI:</b>	Offers directory of useful organisations (primarily commercials) <a href="https://www.shiny.network/diversity">https://www.shiny.network/diversity</a>

<b>Signal Film &amp; Media (Cumbria)</b>	
<b>Web:</b>	<a href="https://signalfilmandmedia.com/about/">https://signalfilmandmedia.com/about/</a>
<b>Email:</b>	<a href="mailto:info@signalfilmandmedia.co.uk">info@signalfilmandmedia.co.uk</a>
<b>Overview /DEI:</b>	Charity providing creative film and digital media tutoring and experience for people of all ages and backgrounds. Regular workshops and screenings. Key projects include BFI Film Academy provider and work with youth.

**Signature Pictures Academy (London)**

<b>Web:</b>	<a href="https://www.signaturepicturesacademy.co.uk/">https://www.signaturepicturesacademy.co.uk/</a>
<b>Email:</b>	<a href="mailto:info@signaturepicturesacademy.co.uk">info@signaturepicturesacademy.co.uk</a>
<b>Overview:</b>	<i>We exist to diversify our industry by breaking down barriers and bridging the gap between the creative young people we work with and respected employers in Film, TV and Media. Through our training programmes, support networks and paid work experience we up-skill, enliven and inspire young people to find sustainable work within production.</i>
<b>DEI:</b>	Social Enterprise, partnered with JobCentrePlus and the Prince's Trust, providing training to unemployed young people in every department:  <i>To date, we have <a href="#">trained</a> over 400 people in all aspects of film production, producing 20 fiction films and over 1,200 pieces of branded content. All trainees have been from low socio-economic backgrounds and over 60% have been Black, Asian or Minority Ethnic. 100% would recommend the training to others.</i>

**Sir Lenny Henry Centre for Media Diversity (UK)**

<b>Web:</b>	<a href="https://www.bcu.ac.uk/media/research/sir-lenny-henry-centre-for-media-diversity">https://www.bcu.ac.uk/media/research/sir-lenny-henry-centre-for-media-diversity</a>
<b>Video:</b>	Launch Video: <a href="https://www.youtube.com/watch?v=NljD_0XKm2A">https://www.youtube.com/watch?v=NljD_0XKm2A</a>
<b>Contacts:</b>	Sir Lenny Henry, Marcus Ryder MBE, Marverine Duffy, Professor Diane Kemp
<b>Overview /DEI:</b>	An independent new body working to achieve accurate representation of all sections of society across contemporary UK media. The centre aims to critically analyse policies in the media industry with a view to increasing diversity & inclusion, improve policy decisions and spreading best practice.

**Solas Mind (Beaconsfield, UK)**

<b>Web:</b>	<a href="https://www.solasmind.com/">https://www.solasmind.com/</a>
<b>Email:</b>	<a href="mailto:contact@solasmind.com">contact@solasmind.com</a>
<b>Contact:</b>	Sarah McCaffrey (Founder)
<b>Overview /DEI:</b>	Qualified mental health trainers and therapists providing bespoke therapeutic support services to production companies, studios, crew and creative freelancers. Offers mental health risk assessments, Mental health First Aid courses, well-being coordinators and counselling support. Recently partnered with <a href="http://www.say-so.co.uk">www.say-so.co.uk</a> to provide an anonymous reporting service to support wellbeing and positive culture in the workplace.

**Soul Film Fest (UK)**

<b>Web:</b>	<a href="http://www.soulfilmfest.co.uk">www.soulfilmfest.co.uk</a>
<b>Overview /DEI:</b>	Month-long festival celebrating and supporting Britain's Black, Asian and Minority Ethnic film talent.

**Spiral (Brixton, London)**

<b>Web:</b>	<a href="http://www.myspiral.co.uk">www.myspiral.co.uk</a>
<b>Email:</b>	<a href="mailto:ben@spiralskills.co.uk">ben@spiralskills.co.uk</a>
<b>Contacts:</b>	Joel Balkwill (CEO) <a href="mailto:joel@myspiral.co.uk">joel@myspiral.co.uk</a> Ben Kahn (Head of Programmes) <a href="mailto:ben@spiralskills.co.uk">ben@spiralskills.co.uk</a>
<b>Overview /DEI:</b>	Social enterprise for young diverse talent running film programmes in colleges and masterclasses producing opening scenes modelling what professionals do in the working world. Impact report from their latest project, which was screened at BFI (2018): <a href="https://issuu.com/myspiral/docs/future_filmkaers1_4">https://issuu.com/myspiral/docs/future_filmkaers1_4</a>

<b>Sporas (Global)</b>	
<b>Web:</b>	<a href="https://www.sporas.com/">https://www.sporas.com/</a>
<b>Email:</b>	<a href="mailto:general@sporas.com">general@sporas.com</a>
<b>Contacts:</b>	<a href="mailto:partnerships@sporas.com">partnerships@sporas.com</a>
<b>Overview /DEI:</b>	A collective of cinematographers and film technicians dedicated to supporting and uplifting film workers of colour around the world. Welcomes producers to contact them to find diverse crew.

<b>Spot (International)</b>	
<b>Web:</b>	<a href="https://talktospot.com/index">https://talktospot.com/index</a>
<b>Email:</b>	<a href="mailto:hello@talktospot.com">hello@talktospot.com</a>
<b>Overview /DEI:</b>	Spot offers reporting services for sensitive issues, aiming to improve efficiency and efficacy of HR workflows, reducing bias in internal conversations. Includes harassment training which cover DEI issues, aiming to reduce bias and promote respect in the workplace.

<b>TAPE Community Music &amp; Film (Wales)</b>	
<b>Web:</b>	<a href="https://tapemusicandfilm.co.uk/about/">https://tapemusicandfilm.co.uk/about/</a>
<b>Email:</b>	<a href="https://tapemusicandfilm.co.uk/contact/">https://tapemusicandfilm.co.uk/contact/</a>
<b>Overview /DEI:</b>	Priding itself on accessibility and inclusivity, TAPE is a charity providing opportunities in creative production. Delivers support to individuals and groups, working with people of all ages and experience, with training, support and opportunities.

<b>Telly Mums Network (UK)</b>	
<b>Social:</b>	<a href="https://www.facebook.com/tellymumsnetwork/">https://www.facebook.com/tellymumsnetwork/</a>
<b>Overview /DEI:</b>	A space for TV Mums and Mums to Be to connect, share knowledge, advice and wisdom about navigating busy careers and having a family. Partnered with Screenskills to offer Mum to Mum Mentoring Programme 2021. <a href="https://www.screenskills.com/bookings/telly-mums-network-mentoring-programme-mentees/?fbclid=IwAR0k2ZBqifYbA4gsFAs2GKYgVM11Nog9AcOvNo-hX9VJ10UEkI5aWE_e9Os">https://www.screenskills.com/bookings/telly-mums-network-mentoring-programme-mentees/?fbclid=IwAR0k2ZBqifYbA4gsFAs2GKYgVM11Nog9AcOvNo-hX9VJ10UEkI5aWE_e9Os</a>

<b>Think Bigger! (UK)</b>	
<b>Web:</b>	<a href="http://www.thinkbigger.org.uk/about">http://www.thinkbigger.org.uk/about</a>
<b>Email:</b>	<a href="mailto:enquiries@thinkbigger.org.uk">enquiries@thinkbigger.org.uk</a>
<b>Contacts:</b>	Rob Nothman, Edi Smockman (Trainer), David Owen (Strategy Consultant), Sam Tatlow (Talent Manager)
<b>Overview:</b>	Talent agency and training provider for disabled talent on and off screen.
<b>DEI:</b>	Training programmes for disabled talent by Think Bigger! includes: Commissioner's development programmed for CDN Channel 4's Rio Production Training Scheme Nations & Regions Production Training Schemes and Writers Camp

<b>Times Up UK (UK)</b>	
<b>Web:</b>	<a href="https://www.timesupuk.org/">https://www.timesupuk.org/</a>
<b>Email:</b>	<a href="mailto:info@timesupuk.org">info@timesupuk.org</a>
<b>Contacts:</b>	Ade Rawcliffe (Uk Director)
<b>Overview:</b>	TIME'S UP UK is an organisation that insists on safe, fair and dignified work for women in film, TV and theatre industries.
<b>DEI:</b>	Partner Organisations: <a href="https://www.timesupuk.org/find-help/partner-organisations/">https://www.timesupuk.org/find-help/partner-organisations/</a> Offers a newsletter, set up a working group and offers resources and tools.

<b>TriForce Creative Network (UK)</b>	
<b>Web:</b>	<a href="http://thetcn.com">thetcn.com</a>
<b>Email:</b>	<a href="mailto:minnie@thetcn.com">minnie@thetcn.com</a>
<b>Contacts:</b>	Minnie Ayres, Fraser Ayres, Jimmy Akingbola
<b>Overview:</b>	TriForce Creative Network was built on a strong ethos of inclusion and access, opening doors to the industry to people from all walks of life and providing a trusted and viable avenue for the industry to discover diverse talent.
<b>DEI:</b>	Hosts workshops, monologue slams (for diverse actors), writers slams and Triforce Short Film Festival, a showcase for diverse emerging talent. TCN Incubator develops writing talent. TCN Productions has produced unscripted productions led by diverse talent.

<b>The TV Collective (UK)</b>	
<b>Web:</b>	<a href="https://www.thetvcollective.org/">https://www.thetvcollective.org/</a>
<b>Email:</b>	<a href="mailto:simone@thetvcollective.org">simone@thetvcollective.org</a>
<b>Contacts:</b>	Simone Pennant MBE
<b>Overview:</b>	Online resource offering information on development, training, networking and job opportunities for people from diverse backgrounds.
<b>DEI:</b>	Jobs board and opportunities pages are available. Offers careers clinic to community members.

<b>The TV Mindset (also Coalition for Change, listed above)</b>	
<b>Facebook:</b>	<a href="https://www.facebook.com/groups/thetvmindset/">https://www.facebook.com/groups/thetvmindset/</a>
<b>Contacts:</b>	Adeel Amini <a href="https://www.linkedin.com/in/adeel-amini-0a4a8185">https://www.linkedin.com/in/adeel-amini-0a4a8185</a>
<b>Overview:</b>	Initiative that aims to provide professional and peer support for freelancers, particularly with mental health, as well as bring meaningful change to working practices in the industry.

<b>UK Post Sound Collective (UK)</b>	
<b>Web:</b>	<a href="https://www.ukpsc.co.uk/">https://www.ukpsc.co.uk/</a>
<b>Overview /DEI:</b>	The UK Post Sound Collective was set up to provide practical industry advice for anyone in the UK who identifies as a woman, is trans or non-binary and/or is Black or from an ethnic minority and is interested in a career in Sound Editing or Sound Mixing for TV and Feature Films.

<b>Underwire Festival (UK)</b>	
<b>Web:</b>	<a href="http://www.underwirefestival.com/">http://www.underwirefestival.com/</a>
<b>Contacts:</b>	<a href="mailto:anna@underwirefestival.com">anna@underwirefestival.com</a>
<b>Overview:</b>	UK's largest film festival celebrating female film talent

<b>VisAble People (UK)</b>	
Web:	<a href="http://visiblepeople.com/">http://visiblepeople.com/</a>
Overview /DEI:	Agency representing actors, models and presenters with disabilities.

<b>Women Behind the Camera (UK)</b>	
Web:	<a href="https://womenbehindthecamera.co.uk/">https://womenbehindthecamera.co.uk/</a>
Email:	<a href="mailto:wbtc.contact@gmail.com">wbtc.contact@gmail.com</a>
Overview /DEI:	Showcase and database for women working behind the camera on feature films and TV drama.

<b>Women in Film &amp; TV (UK)</b>	
Web:	<a href="https://wftv.org.uk/">https://wftv.org.uk/</a>
Email:	<a href="mailto:admin@wftv.org.uk">admin@wftv.org.uk</a>
Overview:	Leading membership organisation for women working in creative media in UK. Host a variety of events and annual awards, collaborate with industry bodies and lobby for womens interests.
DEI:	Anti-racism resources: <a href="https://wftv.org.uk/anti-racism-resources/">https://wftv.org.uk/anti-racism-resources/</a> Mentoring dedicated to women, covering all four nations (Eng, NI, Scotland & Wales): <a href="https://wftv.org.uk/mentoring/">https://wftv.org.uk/mentoring/</a>

<b>YAFTA Talent Agency (Yorkshire)</b>	
Web:	<a href="http://www.yafta.tv/">http://www.yafta.tv/</a> <a href="https://www.yafta.co.uk/">https://www.yafta.co.uk/</a>
Email:	<a href="mailto:info@yafta.co.uk">info@yafta.co.uk</a>
Overview /DEI:	Yorkshire based talent agency, which includes representation of talent with disabilities, in association with Yorkshire Academy of Film & Television Acting

<b>Zebedee Management (UK/US)</b>	
Web:	<a href="https://www.zebedeemanagement.co.uk/">https://www.zebedeemanagement.co.uk/</a>
Email:	<a href="mailto:info@zebedeetalent.com">info@zebedeetalent.com</a>
Contacts:	Laura Johnson
Overview /DEI:	Talent agency for models, actor and performers for those who have been excluded in the media. Including people with disabilities or alternative appearances.

<b>104 Films (Sheffield and Regional)</b>	
Web:	<a href="http://www.104films.com/">http://www.104films.com/</a>
Tel:	0114 249 3160
Contacts:	Justin Edgar, Alex Osborne MBE
Overview:	UK's leading production company and training provider focusing on disability.
DEI:	Includes: The Neurodiverse Project producing/developing work from neurodiverse filmmakers.

<b>4Skills / Channel 4 Production Training Scheme (UK)</b>	
Web:	<a href="https://careers.channel4.com/4skills">https://careers.channel4.com/4skills</a>
Overview:	Resources for work experience and training for entry to the industry, as well as apprenticeships based in Leeds or Manchester
DEI:	C4 Production Training Scheme available for entry level talent in regions (outside London), particularly aimed at those from underrepresented groups. <a href="https://careers.channel4.com/4skills/production-training-scheme">https://careers.channel4.com/4skills/production-training-scheme</a>

### 6ft From The Spotlight (UK)

<b>Web:</b>	<a href="https://www.6ftfrom.org/">https://www.6ftfrom.org/</a>
<b>Email:</b>	<a href="mailto:info@6ftfrom.org">info@6ftfrom.org</a>
<b>Contacts:</b>	Directors: Leo Thomas, Michelle White, Laura-Duthie Coupar, Jude Spencer, Camise Oldfield, Founders: Tony Ryan, Stuart Dew, Matt Longley
<b>Overview:</b>	Mental Health & Wellbeing Support for Film/TV, Theatre & Music Crews. Offers mental health training for crew, and Wellbeing Facilitators. Works to develop mental health policies and risk assessments.

### GENERAL RESOURCES

<b>The Employers Network for Equality &amp; Inclusion</b>	<a href="https://www.enei.org.uk/">https://www.enei.org.uk/</a>
<b>Inclusive Employers</b>	<a href="https://www.inclusiveemployers.co.uk/">https://www.inclusiveemployers.co.uk/</a>
<b>Leonard Cheshire – supporting disabled people access learning and live as they choose</b>	<a href="https://www.leonardcheshire.org/">https://www.leonardcheshire.org/</a>
<b>Mind Gym</b>	<a href="https://uk.themindgym.com/">https://uk.themindgym.com/</a>

### CREW LISTS

<b>Black &amp; Brown / BAME British Behind The Camera Talent – IMDB list</b>	<a href="https://www.imdb.com/list/ls098824910/">https://www.imdb.com/list/ls098824910/</a>
<b>Diversity in Media – Crew List for UK</b>	<a href="https://docs.google.com/spreadsheets/d/1FJqPln0Vf7DeZ8YZDjMEqbtQXDDDX9iSVMMwQYjhXN4/edit#gid=1116403229">https://docs.google.com/spreadsheets/d/1FJqPln0Vf7DeZ8YZDjMEqbtQXDDDX9iSVMMwQYjhXN4/edit#gid=1116403229</a>
<b>The Hue List</b>	<a href="https://docs.google.com/spreadsheets/d/e/2PACX-1vT7N Edu9J2P8sjLwg2KQ1qpszDSU2ZM-yJrZ3u1SlzJ6-AkzTAA2w8D61Ee8gYVQq9MELIB9g-78nh/pubhtml?fbclid=IwAR0ztuRdkwaHFfSREISAGZ4xrljUZ9hW9O2d5s4wdrUMUqYfEM0liTymUIWE#">https://docs.google.com/spreadsheets/d/e/2PACX-1vT7N Edu9J2P8sjLwg2KQ1qpszDSU2ZM-yJrZ3u1SlzJ6-AkzTAA2w8D61Ee8gYVQq9MELIB9g-78nh/pubhtml?fbclid=IwAR0ztuRdkwaHFfSREISAGZ4xrljUZ9hW9O2d5s4wdrUMUqYfEM0liTymUIWE#</a>

### FACEBOOK GROUPS / JOB POSTINGS (DEI Focussed)

<b>BEAM Network</b> (see listing above)	<a href="https://www.facebook.com/groups/britisheastasianmedia/">https://www.facebook.com/groups/britisheastasianmedia/</a>
<b>Cinemamas</b> (see listing above)	<a href="https://www.facebook.com/groups/1070546736484703/">https://www.facebook.com/groups/1070546736484703/</a>
<b>Deaf &amp; Disabled in TV</b>	<a href="https://en-gb.facebook.com/groups/1693347897634099/">https://en-gb.facebook.com/groups/1693347897634099/</a>
<b>Loving Your Work</b>	<a href="https://www.facebook.com/groups/lovingyourwork/">https://www.facebook.com/groups/lovingyourwork/</a>
<b>No Password required</b>	<a href="https://www.facebook.com/groups/nopasswordrequired/">https://www.facebook.com/groups/nopasswordrequired/</a>
<b>Set Change</b> (see listing above)	<a href="https://www.facebook.com/groups/setchange">https://www.facebook.com/groups/setchange</a>
<b>The TV Collective</b> (see listing above)	<a href="https://www.facebook.com/TheTVCollective/">https://www.facebook.com/TheTVCollective/</a>
<b>Women in Film &amp; Television</b>	<a href="https://www.facebook.com/WFTVUK/">https://www.facebook.com/WFTVUK/</a>

**FACEBOOK GROUPS / JOB POSTINGS (General)**

thecallsheet.co.uk	<a href="https://www.facebook.com/thecallsheet.co.uk/">https://www.facebook.com/thecallsheet.co.uk/</a>
Crew Me Now	<a href="https://www.facebook.com/groups/43111129255/">https://www.facebook.com/groups/43111129255/</a>
Film & TV Production Crew UK	<a href="https://en-gb.facebook.com/groups/1488896431399686/">https://en-gb.facebook.com/groups/1488896431399686/</a>
People in TV:Jobs.	<a href="https://en-gb.facebook.com/groups/peoplewhoknowpeopleintv/">https://en-gb.facebook.com/groups/peoplewhoknowpeopleintv/</a>
TV & Film Jobs	<a href="https://www.facebook.com/groups/tvandfilmjobs/">https://www.facebook.com/groups/tvandfilmjobs/</a>
TV & Film Jobs in the UK	<a href="https://www.facebook.com/groups/TV.Film.Jobs.in.the.Uk">https://www.facebook.com/groups/TV.Film.Jobs.in.the.Uk</a>
UK Film Jobs	<a href="https://www.facebook.com/groups/ukfilmjobs/">https://www.facebook.com/groups/ukfilmjobs/</a>
UK TV Runners	<a href="https://www.facebook.com/groups/workinginTV/">https://www.facebook.com/groups/workinginTV/</a>
Working in TV	<a href="https://www.facebook.com/groups/workinginTV/">https://www.facebook.com/groups/workinginTV/</a>

**INCLUSIVITY TRAINING & CONSULTANCY**

BIFA (c/o Challenge Consultancy) - Unconscious Bias Training	<a href="mailto:hello@bifa.film">hello@bifa.film</a> <a href="https://www.bifa.film/event/unconscious-bias-training-2021-22-2/">https://www.bifa.film/event/unconscious-bias-training-2021-22-2/</a>
Blue Moon - Consultancy	<a href="https://www.createbluemoon.com/">https://www.createbluemoon.com/</a>
Challenge Consultancy – Unconscious Bias Training & Consultancy	<a href="https://www.challcon.com/about.html">https://www.challcon.com/about.html</a>
Compelling Culture - Consultancy	<a href="https://compellingculture.co.uk/">https://compellingculture.co.uk/</a>
Inc Arts – Affinity Bias Training & Consultancy	<a href="https://incarts.uk/">https://incarts.uk/</a>