

21 June 2020

Dear UK Film and TV Industry,

Having been inspired by the [Black Film Collective](#) who put together [a powerful open letter to Hollywood](#) last week on behalf of many brothers and sisters in the industry, we would like to send you something in collaboration with them, which we feel addresses our continuing issues with the UK industry.

This letter is from your colleagues in the UK - Black and Brown (inc. all Asians) independent producers, writers, directors and actors in alliance with many advocates for change. As one extended community, we require your active engagement to tackle structural and systemic racism in our industry, in the UK and around the world. While messages condemning racism and advocating for solidarity on social media may inspire hope, the UK Industry must put its money and practices where its mouth is. A direct line can be drawn from the stories and voices that are silenced and ignored, to the discrimination and biases that are pervasive in the entertainment industry and larger society. This moment in history presents an opportunity for you to be a positive partner for change.

Our aim is that this letter produces strategic commitments from you to reshape our industry into one whose words are supported by action. Toward that end:

1. Banish “Your Weak Excuses”

Banish “*it’s too small*” from your lexicon. It is insulting to our stories, our history, our impact on world culture, and our worth. Our stories are referred to as “too small” because they do not centre around white characters or a small subset of actors whom you deem valuable; they are not always written by the same white writers that you deem to be “safe”. Banish “*we already have a diverse project on our slate*”. There is room for more than one. You make countless projects with similar themes and storylines with white creatives. Banish “*that feels risky*”. We know we are introducing you to new unproven talent, but why is the same white man (who has made a string of flops after his one hit 10 years ago) still deemed less risky than a new brown or black writer with original and well written ideas. We know that many of our stories feel unfamiliar to you because they go against your preconceived notions of us and make you step outside your familiar world. But they are familiar to us. Hire us and together let us tell truthful, bold and imaginative stories from rich new perspectives. There are countless men and women in the streets right now, putting their lives, health, and livelihoods on the line, fighting for an end to systemic racism. There will be no end until financiers, distributors and the community of decision-makers cease this practice of marginalising our voices and our stories. If

Black lives matter to you, our stories and the scale on which they are marketed and distributed must as well.

2. Empower Black and Brown Independent Producers

Hiring Black and Brown writers and directors is of course of great importance, but rarely is this opportunity given to Black and Brown independent producers. Only 5% of the producers supported by the BFI in 2018/19 were producers of colour. This is especially troubling because producers often work with multiple writers and directors. Supporting one producer effectively supports many Black and Brown professionals above and below the line. Take a deeper look at the community of Black and Brown independent producers, working hand in hand with talented directors. Many have compelling slates of projects in need of willing partners. There hasn't been a Black/Brown producer on Variety's "10 Producers to Watch" list since 2017. We don't mean to point the finger solely at Variety, because similar lists are printed in various trades. In addition, they all seek recommendations from agencies, management companies, and elite publicists. So this incredibly valuable publicity is often limited to advancing the careers of those who need publicity the least. Empower those that need it the most.

3. Expand Your Vision

Think outside the box when looking for new talent. There are numerous diversity schemes out there, which is a good start and we support them all. But we need more sustained endorsement. Empower those that come through those schemes.

Let us look at making sure those graduates stay in the industry and are nurtured and promoted so that they become the decision makers and help create change. Until we are in positions of power nothing will really change.

4. Be More Demanding

Actors, managers and agents must become more demanding about the teams behind the camera. If there are no Black producers, no Brown DOPs, no diverse department heads, you must speak up and challenge. To agents, be proactive in asking on behalf of your clients. Look at your rosters too. Who do you represent? How diverse are they? Without your vocal support, we will continue to be largely shut out of this industry and it is not for lack of excellence. It is for lack of will on the part of producers, network executives and studio heads. It is that simple.

We challenge you to become willing partners in this crucial endeavor. If the full spectrum of our experiences are not produced, marketed and celebrated with some regularity then you are actively denying our humanity and our history. Our stories and experiences can no longer be limited to being backdrops for white narratives and

protagonists. Until we are able to show our FULL joy, grief, fear, history, pride and all the other myriad of emotions and experiences, then you are simply upholding the status quo and enabling a society that keeps white people comfortable in their racism and Black and Brown people perpetually dehumanised. Until we are allowed to make mistakes and try again like many of our white counterparts, we will never succeed in the same way. You are a large part of the problem and it is time to be honest about it. For far too long, the images on our screens have projected lies and partial truths when it comes to our lives and history, minimising our perceived value and creating ripple effects throughout society.

This letter is in defence of all Black and Brown creative artists and the communities they come from. It is in defence of the millions of lives that have gone unrecorded. It is in defence of George Floyd, Breonna Taylor, Belly Mujinga, Trayvon Martin, Stephen Lawrence, Zahid Mubarek, Mark Duggan, Sarah Reed, the black and brown health professionals who have died from Covid -19, and so many other lives senselessly and tragically cut short.

Your messages in support of Black Lives Matter are a first step. But after decades of enabling racism in your ranks and beyond, it is time to do more. If Black lives really matter to you, our stories must as well. Please help us tell the whole truth. Black and Brown lives all over the world depend on it.

A selection of signatures is shown below, and the full list of 3,500+ signatures is [here](#). The letter is also still open to new signatures [here](#) for a short time.

Signed by,

- | | |
|----------------------|--------------------|
| 1. Nisha Parti | Producer |
| 2. Meera Syal | Actress & Writer |
| 3. Indira Varma | Actress |
| 4. Anita Rani | Presenter |
| 5. Tanika Gupta | Playwright |
| 6. Pooja Ghai | Director and Actor |
| 7. Sanjeev Bhaskar | Actor Writer |
| 8. Sathnam Sanghera | Journalist |
| 9. Wunmi Mosaku | Actor |
| 10. Naomi Ackie | Actor |
| 11. Shaheen Baig | Casting Director |
| 12. Chiwetel Ejiofor | Actor |
| 13. Anjali Mohindra | Actress |
| 14. Sophie Okonedo | Actor |
| 15. Michaela Coel | Artist |
| 16. Lennie James | Actor/Writer |

17. David Harewood	Actor/Director
18. Sally El Hosaini	Filmmaker
19. Gugu Mbatha-Raw	Actor
20. Roopesh Parekh	Producer - His Dark Materials
21. Katie Leung	Actor
22. David Oyelowo	Actor, Producer, Director
23. Bernardine Evaristo	Writer
24. Noel Clarke	Actor/Writer/Director/Producer
25. Amma Asante	Writer/Director
26. Jatinder Verma	Director & CEO JVProductions
27. Ritesh Batra	Director/ Writer
28. Asif Kapadia	Director / Writer / Producer
29. Lydia Adetunji	Writer
30. Himesh Patel	Actor
31. Bola Agbaje	Screen and tv writer
32. Susan Wokoma	Actor & Writer
33. Jina Jay	Casting Director
34. Gurinder Chadha	Director/Producer/Writer Bend it Films & TV
35. Prasanna Puwanarajah	Actor / Director / Writer
36. Anna Maria Ssemuyaba	Writer
37. Lolita Chakrabarti	Actor/Writer
38. Mahalia Belo	Director
39. Kwame Kwei-Armah	Artistic director YOUNG VIC
40. Ruth Negga	Actor
41. Bharat Nalluri	Director
42. Aleem Khan	Director
43. Will Sharpe	Writer, Director, Actor
44. Anjana Vasani	Actress
45. Nicholas Pinnock	Actor
46. Cathy Tyson	Actor
47. Nadia Latif	Director
48. Nikki Amuka-Bird	Actor
49. Tina Gharavi	Director/Screenwriter, Bridge + Tunnel
50. Rapman	Director/Writer/Producer
51. Shazad Latif	Actor/Writer
52. Richie Mehta	Writer/Director
53. Abby Ajayi	Writer
54. Udayan Prasad	Director
55. Namsi Khan	Writer
56. Amit Gupta	Writer / Director
57. Jimmy Akingbola	Actor
58. Farah Abushwaha	Producer, Roccliffe Limited

59. Gurpreet Kaur Bhatti	Playwright/Screenwriter
60. Bisha K. Ali	Writer & Producer
61. Vinay Patel	Writer
62. James Krishna Floyd	Actor and Writer
63. Ambreen Razia	Actress/Writer
64. Aysha Rafeale	Executive Producer, BBC Studios
65. Sacha Dhawan	Actor
66. Krishnendu Majumdar	Producer & Co-founder Me+You Productions
67. Noma Dumezweni	Actor
68. Preethi Mavahalli	Executive Producer
69. Nikesh Shukla	Writer
70. Destiny Ekaragha	Director
71. Rachel De-laHay	Writer
72. Colin Firth	Actor
73. Miriam Margolyes	Actress
74. Jay Basu	Screenwriter
75. Nour Wazzi	Writer/ Director
76. Charlie Covell	Writer/Producer
77. Tinge Krishnan	writer director Disruptive Element Films
78. Lynne Ramsay	Film writer/director/producer
79. Bennett McGhee	Producer
80. Rhys Ifans	Actor
81. Indhu Rubasingham	Artistic Director Kiln Theatre
82. Abi Morgan	Writer
83. Adeel Akhtar	Actor
84. Julie Harkin	Casting Director
85. Sumerah Srivastav	Writer
86. Shane Meadows	Writer Director
87. Kulvinder Ghir	Actor/Writer
88. Sandi Toksvig	Writer/Presenter
89. Joy Gharoro-Akpojotor	Producer
90. Saul Dibb	Director
91. Theresa Ikoko	Writer
92. Stephen Graham	Actor
93. Kiran Sonia Sawar	Actress
94. Vanessa Kirby	Actor
95. Clara Amfo	Radio & TV broadcaster
96. Joe Barton	Writer
97. Jed Mercurio	Writer
98. Hong Khaou	Writer/Director
99. Samantha Morton	Actor/Writer/Director
100. Gautam Malkani	Writer

101.	Andrew Lincoln	Actor
102.	Suri Krishnamma	Director
103.	Ralph Fiennes	Actor
104.	Mo Ali	Director
105.	Tony Jayawardena	Actor
106.	Rikki Beadle-Blair	Writer Director Producer Actor
107.	Gwendoline Christie	Actress
108.	David Thewlis	Actor, Writer
109.	Seamus McGarvey	Cinematographer
110.	Kwadjo Dajan	Exec. Producer and CEO / Sugar Films
111.	Vicky McClure	Actor
112.	Bindni Karia	Director
113.	Jack Thorne	Writer
114.	Afolabi Kuti	Producer - Broedmachine
115.	Mia Bays	Birds Eye View
116.	Kharmel Cochrane	Casting Director
117.	Jodie Whittaker	Actor
118.	Nadine Marsh-Edwards	Producer
119.	Ruth Wilson	Actor/producer/director
120.	Kaleem Aftab	Journalist
121.	Phillipa Lowthorpe	Director
122.	Furquan Akhtar	Writer
123.	Jane Featherstone	Founder, Sister
124.	Jamelia	Broadcaster, Presenter, Writer
125.	Sarah Gavron	Writer/Director
126.	Dennis Kelly	Writer
127.	Amy Ng	Writer
128.	Eddie Marsan	Actor
129.	Cush Jumbo OBE	Actor and Writer
130.	Benedict Wong	Actor
131.	Ashley Pharoah	Writer
132.	Ben Whishaw	Actor
133.	Nisha Nayar	Actor
134.	Nikesh Patel	Actor
135.	Aisling Bea	Actor, Writer, Comedian, Producer
136.	Robbie Ryan	Cinematographer
137.	Venera Shameti	42M&P
138.	Angela Griffin	Actor
139.	Emilia Clarke	Actor
140.	Dominic Buchanan	Producer
141.	Melissa Iqbal	Screenwriter
142.	Sue Perkins	Writer/ Presenter

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| 143. | Konnie Huq | Broadcaster/Presenter |
| 144. | Ayub Khan Din | Actor/writer |
| 145. | Lenny Abrahamson | Director |
| 146. | Mitesh Soni | Actor |
| 147. | Rudi Dharmalingam | Actor |
| 148. | Jason Maza | CEO Unstoppable Film and TV |
| 149. | Mandip Gill | Actor |
| 150. | Dolly Wells | Actor/Writer/Director Independent Talent |
| 151. | Nina Gold | Casting Director |
| 152. | Paul Andrew Williams | Writer/Director |
| 153. | Cyrus Patel | Producer |
| 154. | Wayne Garvie | Executive Producer |
| 155. | Julian Farino | Director |
| 156. | Yvonne Ibazebo | Producer |
| 157. | Sally Phillips | Actor writer producer |
| 158. | Ed Skrein | Actor, Writer, Director |
| 159. | Thusitha Jayasundera | Actor |
| 160. | Joseph Fiennes | Actor:/ producer |
| 161. | Jassa Ahluwalia | Actor, Writer & Filmmaker |
| 162. | Kaya Scodelario | Actor |
| 163. | AA Dhand | writer |
| 164. | Ikenna Obiekwe | Agent, Independent Talent Group |
| 165. | Shobna Gulati | Actor |
| 166. | Ayisha Malik | Author |
| 167. | Gareth Evans | Director |
| 168. | Rabiah Hussain | Writer |
| 169. | Morwenna Banks | Writer/Actor |
| 170. | Luke Jennings | Writer |
| 171. | Suranne Jones | Actor |
| 172. | Andrew Joshi | Actor |
| 173. | Vaseem Khan | Author |
| 174. | Victor Ngo | Actor |
| 175. | Juliet Stevenson | Actor |
| 176. | Camille Mallet de Chauny | Actor |
| 177. | Mina Anwar | Actor, Singer, Director |
| 178. | Rhashan Stone | Actor / Writer |
| 179. | Preti Taneja | Writer |
| 180. | Phyllida Lloyd | Director |
| 181. | Bally Gill | Actor |
| 182. | Sophie Khan Levy | Actor |
| 183. | Matt Lim | Actor, Writer |
| 184. | David Yates | Director |

185.	Nyla Levy	Actor / Writer
186.	Nathaniel Price	Writer
187.	Peter Morgan	Playwright/Screenwriter/Producer
188.	Gurjeet Singh	Actor
189.	Nikita Lalwani	Writer
190.	Smita Bhide	Writer
191.	Mady Neil	Manager - 42 M&P
192.	Adwoa Aboah	Actor
193.	Sophie Vickers	Producer - Rook's Nest Entertainment
194.	Mim Shaikh	Broadcaster / Actor / Writer
195.	Saima Ferdows	Producer and Director
196.	Chris Fung	Actor
197.	Ewen Bremner	Actor
198.	Rachna Suri	Director
199.	Mona Arshi	Poet
200.	Paven Virk	Writer
201.	Sienna Guillory	Actor
202.	Rachel Chatterjee	Producer - Perfect Features
203.	Ayesha Dharker	Actor
204.	Seeta Indrani	Actor/Producer
205.	Ian Hart	Actor
206.	Dr Aisha Gill	Women's Rights Campaigner and Criminologist
207.	Peter Moffat	Writer
208.	Miriam Babooram	Actor
209.	Jay Oliver Yip	Actor & Filmmaker
210.	Kate Buckley	Agent/Co-founder 42
211.	Tariq Mirza	Commercial Director
212.	Humphrey Hendrix	Independent Talent Group
213.	Suzanne Mackie	Executive Producer at Leftbank
214.	Jon Chew	Actor
215.	Katherine Bridle	Head of Film Development, See-Saw Films
216.	Abir Mukherjee	Author
217.	Aisha Bywaters	Casting Director
218.	Jamie Laurenson	Head of Television See-Saw Films
219.	Shobu Kapoor	Actress
220.	Sophie Thompson	actor
221.	Naomi Cooper-Davis	Actor
222.	Faye Ward	Fable Pictures
223.	Hannah Farrell	Fable Pictures
224.	James Gandhi	Head of Drama Development, Studio Lambert
225.	Ariane Barnes	Artist-Producer & CEO Different Women.
226.	Jeremy Ngatho Cole	Director

227. Katie Goodson-Thomas Head of UK Prod and Dev, Searchlight Pictures
228. Sharon Henry Agent - Sharon Henry Management
229. Suhayla El-Bushra Writer
230. Sam Otto Actor
231. Jack O'Connell. Actor
232. Nadiya Luthra Post Production Supervisor
233. Nahrein Kemp Film & TV Executive
234. Ben Miller Actor
235. Hayley Atwell Actor
236. Kirris Riviere Actor
237. Emma Freud Broadcaster
238. Janice Okoh Writer
239. Jess Barker-Wren Actor/ Filmmaker
240. Kwadjo Dajan CEO, Sugar Films
241. Bill Nighy Actor
242. Lynda Rooke Actress
243. Tim Roth Actor Director Producer
244. Lydia Parker Artistic Director, Over Here Theatre Company
245. Ishy Din Writer
246. Cherish Shirley Writer and Development Exec
247. Ollie Madden Head of Creative, Film4
248. Ray Cezan Actor
249. Pelumi Akindude Film, TV & Talent development producer
250. Pier Wilkie Producer & Director
251. Iqbal Khan Director
252. Maya Sondhi Writer-Actress
253. Harriet Walter Actor
254. Mat Whitecross Director / Writer
255. Lucy (Chau Lai-Tuen) Sheen Actor/Writer
256. Hope Dickson Leach Writer & Director, Co-Founder Raising Films
257. Annice Boparai Actor
258. Onyinye Egenti Writer/Director
259. Daniel Lawrence Taylor Writer/Actor
260. Nida Manzoor Writer & Director
261. Emma Forrest Writer/Director
262. Julia Godzinskaya ROOKS NEST
263. Ebony Chamberlain-King Actor
264. Rukhsana Mosam Creative Director/Ten66 Television
265. Jenne Casarotto Agent
266. Rakhee Thakrar actress
267. Gwyneth Hughes screenwriter
268. Menhaj Huda Director/Producer

269.	Susan Hogg	Head of Drama Studio Lambert
270.	John Simm	Actor
271.	Naz Sadoughi	Writer/Director
272.	Morgan Lloyd Malcolm	Playwright and Screenwriter
273.	Damian Jones	Producer
274.	Shaheen Khan	Actor
275.	Ed Rubin	Head of Television - New Regency
276.	Rienkje Attoh	Producer
277.	Sheena Bhattessa	Actor
278.	Kelle Bryan	Actor CEO Advocate Agency, Loose Women
279.	Sakuntala Ramanee	Actor
280.	Beewan Athwal	Post Production Producer
281.	Samuel Ofori-Attah	Writer and director
282.	Tanuja Amarasuriya	Director & Sound Designer
283.	Pravesh Kumar	Artistic Director Rifco Theatre Company
284.	Waris Hussein	Director
285.	Stephen Kelliher	Director Bankside FILms
286.	Oliver Lansley	Writer/Director/Actor
287.	Paterson Joseph	Actor/Writer/Director
288.	Vineeta Rishi	ACTOR
289.	Emma Lo	Actor
290.	Rafia Hussain	Producer
291.	Andrew Koji	Actor
292.	Constance Cheng	Writer
293.	Ado Yoshizaki Cassuto	Producer
294.	Matthew Wilkinson	Producer - Stigma Films
295.	Matilda Ibini	Writer
296.	Sudha Bhuchar	Actor/Bhuchar Boulevard
297.	Nicôle Lecky	Actress & Writer & EP
298.	Ariyon Bakare	Actor/writer/director
299.	Jamie Zubairi	Actor
300.	Elhum Shakerifar	Producer, Hakawati
301.	Deborah Frances-White	Writer/performer
302.	Nazrin Choudhury	Writer/Producer

The full list of 3,500+ signatures is [here](#).

Anyone still wishing to add their name may do so [here](#).

Thank you so much for your support.