

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 3,000+ 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. Roopesh Parekh	Producer - His Dark Materials
20. Katie Leung	Actor
21. David Oyelowo	Actor, Producer, Director
22. Bernardine Evaristo	Writer
23. Noel Clarke	Actor/Writer/Director/Producer
24. Amma Asante	Writer/Director
25. Jatinder Verma	Director & CEO JVProductions
26. Ritesh Batra	Director/ Writer
27. Asif Kapadia	Director / Writer / Producer
28. Lydia Adetunji	Writer
29. Himesh Patel	Actor
30. Bola Agbaje	Screen and tv writer
31. Susan Wokoma	Actor & Writer
32. Jina Jay	Casting Director
33. Gurinder Chadha	Director/Producer/Writer Bend it Films & TV
34. Prasanna Puwanarajah	Actor / Director / Writer
35. Anna Maria Ssemuyaba	Writer
36. Lolita Chakrabarti	Actor/Writer
37. Mahalia Belo	Director
38. Kwame Kwei-Armah	Artistic director YOUNG VIC
39. Ruth Negga	Actor
40. Bharat Nalluri	Director
41. Aleem Khan	Director
42. Will Sharpe	Writer, Director, Actor
43. Anjana Vasani	Actress
44. Nicholas Pinnock	Actor
45. Cathy Tyson	Actor
46. Nadia Latif	Director
47. Nikki Amuka-Bird	Actor
48. Tina Gharavi	Director/Screenwriter, Bridge + Tunnel
49. Rapman	Director/Writer/Producer
50. Shazad Latif	Actor/Writer
51. Richie Mehta	Writer/Director
52. Abby Ajayi	Writer
53. Udayan Prasad	Director
54. Namsi Khan	Writer
55. Amit Gupta	Writer / Director
56. Jimmy Akingbola	Actor
57. Farah Abushwaha	Producer, Roccliffe Limited
58. Gurpreet Kaur Bhatti	Playwright/Screenwriter

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

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

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

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

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

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

The full list of 3,000+ signatures is [here](#).

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

Thank you so much for your support.