



“I think we all want to help diversity in our industry but often lack resources or opportunity to make real change – I felt that this session helped push a huge group of industry professionals a step in the right direction.”

**EQUALITY,
DIVERSITY &
INCLUSION
PROGRAMMES**

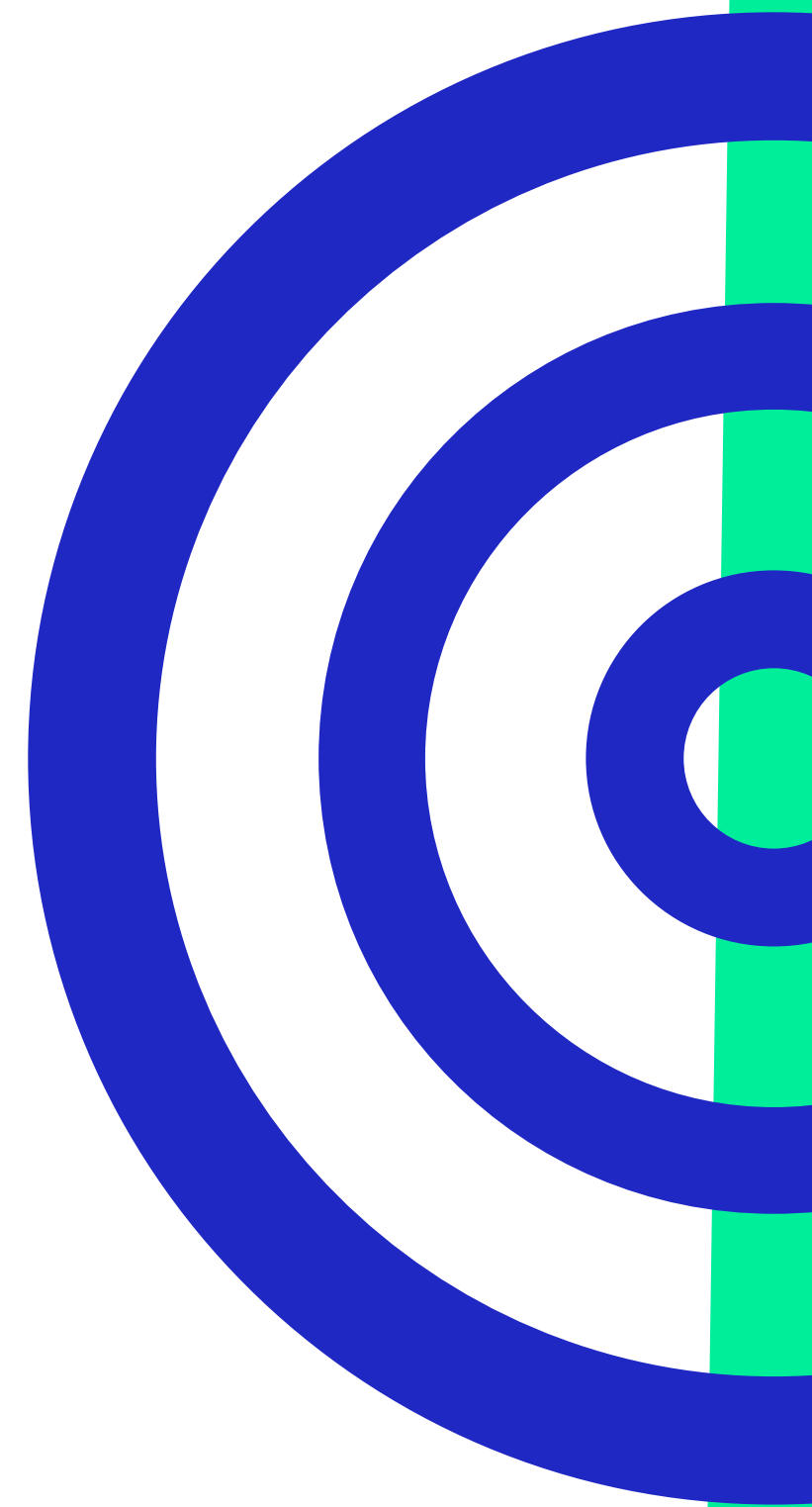


EQUALITY, DIVERSITY & INCLUSION TRAINING

Following the success of BIFA's Unconscious Bias Training we're introducing two new versions of the training to better suit different facets of the industry plus two brand new courses for 21/22

BIFA and Challenge Consultancy are now offering:

- Unconscious Bias Training For All
- Unconscious Bias Training - Creative Process
- Unconscious Bias Training - Physical Production
- Anti-Bullying and Harassment Training
- Fair Recruitment and Inclusivity in the Workplace Training



UNCONSCIOUS BIAS TRAINING

UBT CREATIVE PROCESS

For writers, directors,
executives, commissioners and
anyone involved in the creative
development of content

UBT PHYSICAL PRODUCTION

Designed for the industry crew
base and anyone working on
set and in production
environments

UBT FOR ALL

An introduction to the key
elements of Unconscious Bias
Training and suitable for
anyone in the industry.



UNCONSCIOUS BIAS

UBT CREATIVE PROCESS

Ideal for all those involved in the creative process, this training module is designed to help participants counteract the effects of unconscious bias on the way they work when developing and producing content.

SUITABLE FOR

Writers

Directors

Editors

Producers

Executives

Programmers / exhibitors

Commissioners

UNCONSCIOUS BIAS

UBT PHYSICAL PRODUCTION

Aimed at people who work on set in production, this module focuses on the various manifestations of unconscious bias across physical production

This will mean reflecting the experiences of people who work with sound, cameras, lighting, and props as well as hair, makeup, wardrobe and catering

SUITABLE FOR

Anyone involved in physical production

UNCONSCIOUS BIAS

UBT FOR ALL

This course will provide participants with the knowledge and skills required to minimise the impact of unconscious bias across all parts of the industry

Using real-life examples to interrogate the ways in which unconscious bias and privilege manifest within film and TV, the course aims to ensure that all participants leave with the practical tools required to reduce the effects of personal and organisational unconscious bias

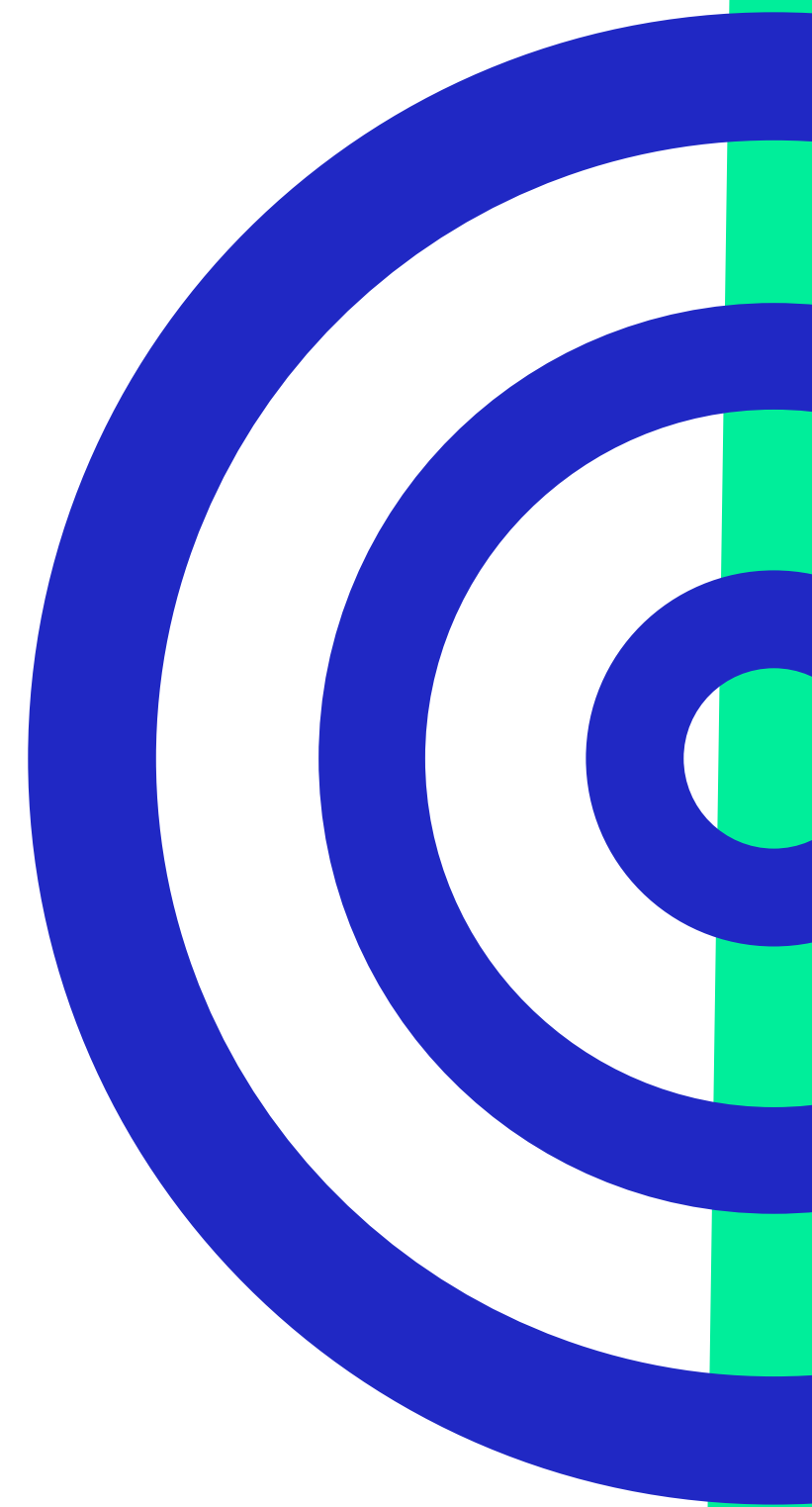
SUITABLE FOR

Everyone

UNCONSCIOUS BIAS

BY THE END OF THESE SESSIONS, PARTICIPANTS WILL BE ABLE TO

- Explain the concept of unconscious bias and its impact on decision making
- Understand the relationship between unconscious bias and media
- Challenge content, messages and language which may reinforce bias
- Challenge processes and language which leave decisions vulnerable to bias
- Address micro-messaging arising from unconscious bias
- Describe the relationship between implicit association, unconscious bias, language, stereotypes, attitudes and behaviour



ANTI-BULLYING AND HARASSMENT TRAINING

Suitable for anyone in the screen industries this session offers a deep dive into bullying and harassment

Participants explore the various forms that bullying and harassment can take whilst learning how to recognize and challenge behaviours

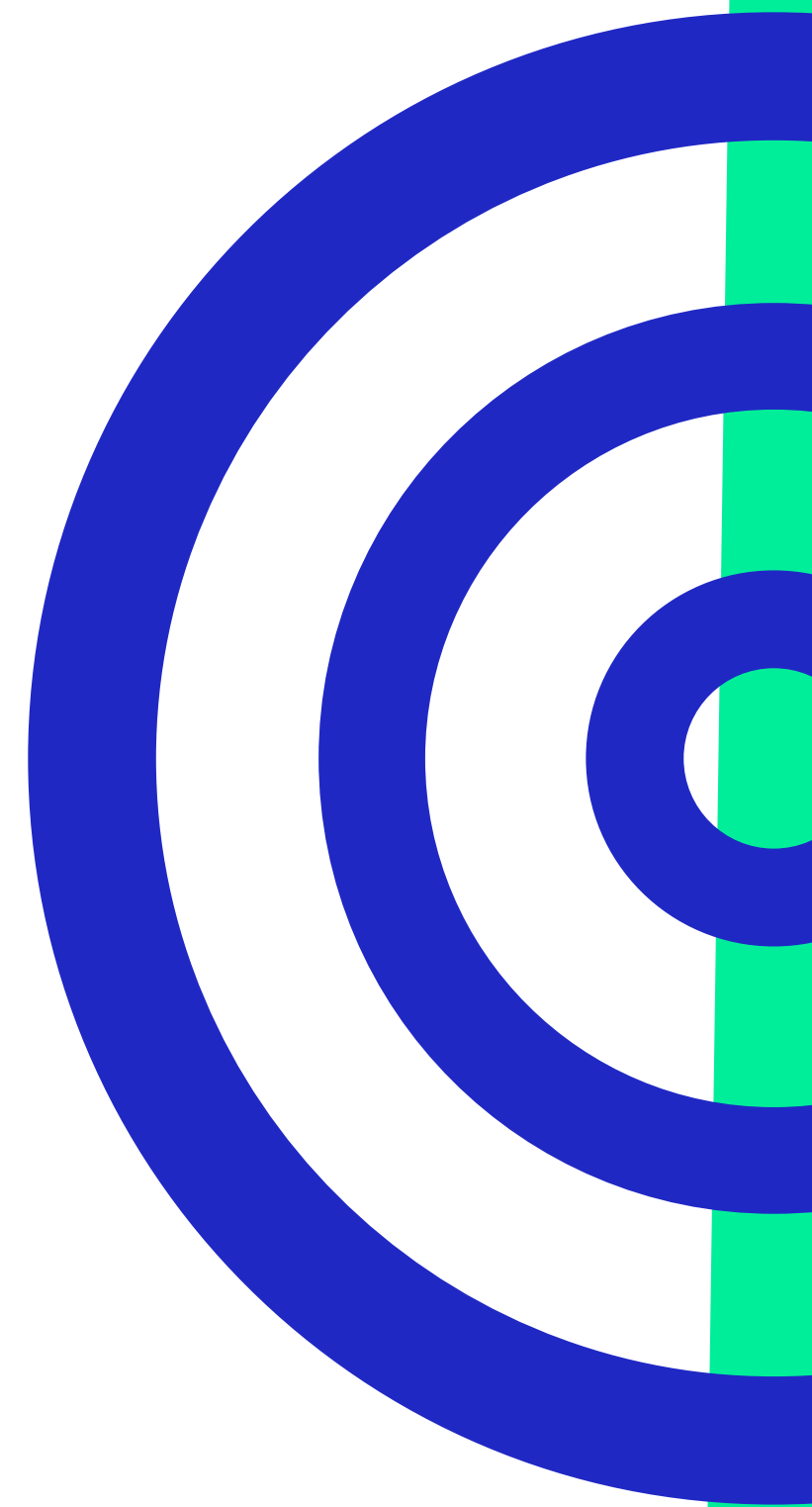
By equipping participants with a toolkit of practical advice the course promotes responsibility amongst industry professionals



ANTI-BULLYING & HARASSMENT TRAINING

BY THE END OF THESE SESSIONS, PARTICIPANTS WILL BE ABLE TO

- Identify the difference between bullying and harassment
- Describe the benefits of respect in the workplace
- Recognise incidents of bullying and harassment in the workplace
- Challenge bullying and harassment wherever they see it
- Analyse and take responsibility for their own behaviour towards others
- Know what to do when they experience or witness bullying and harassment



FAIR RECRUITMENT AND INCLUSIVITY IN THE WORKPLACE

This course offers an in-depth look at current and traditional recruitment practices and their impacts on diversity and inclusivity in the workplace

Participants will learn how they can implement fairer, more robustly meritocratic recruitment policies in their own organisations, and help to build a better future for the industry as a whole

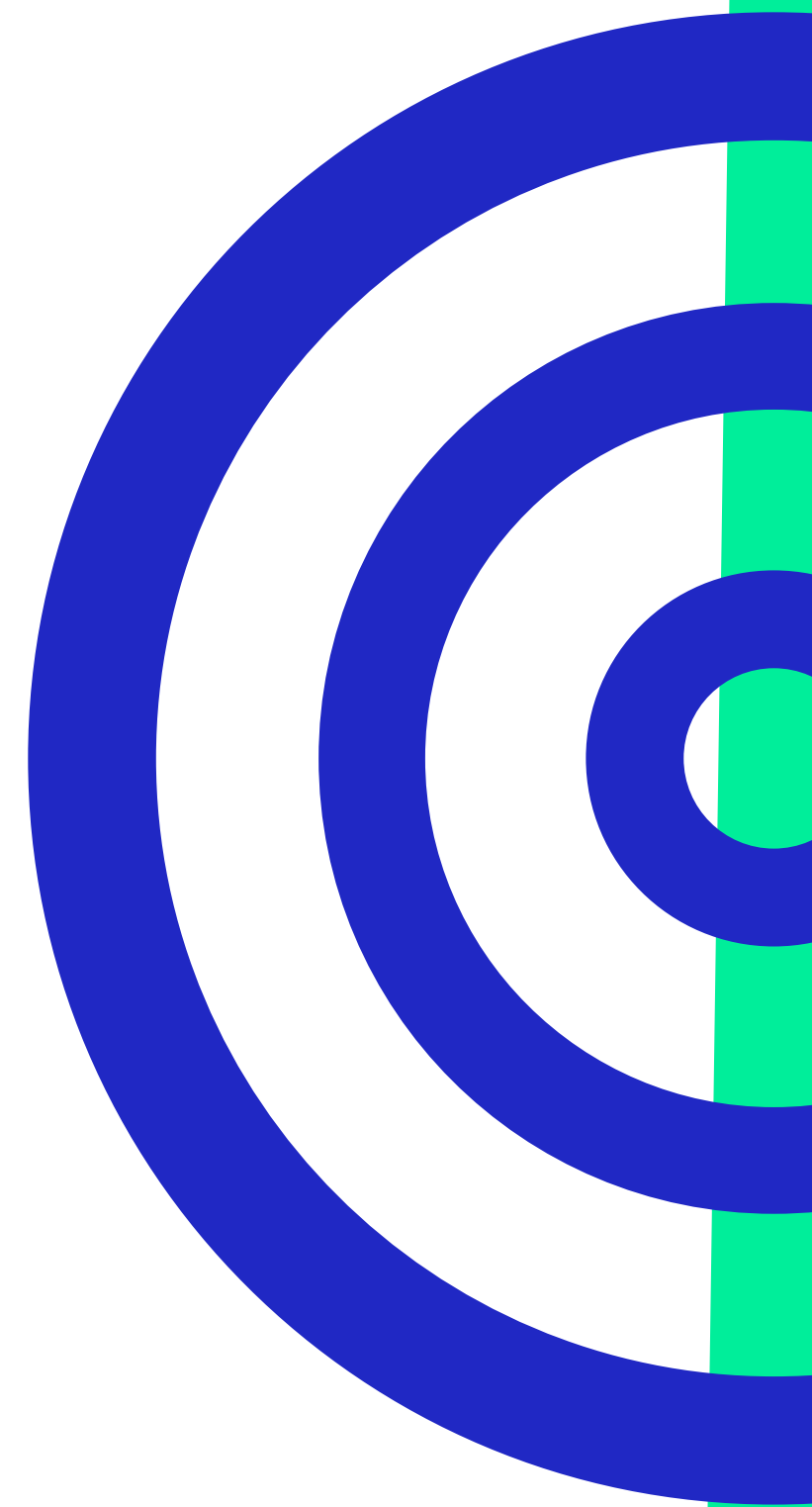
It also addresses how to create an inclusive and welcoming workplace for all



FAIR RECRUITMENT & INCLUSIVITY IN THE WORKPLACE

BY THE END OF THESE SESSIONS, PARTICIPANTS WILL BE ABLE TO

- Analyse the recruitment practices in their own organisations and teams
- Implement positive change to ensure fairer recruitment
- Recognise and address exclusivity in their own workplaces
- Explain shortcomings of recruitment practices in the establishment of inclusive workplaces
- Take practical steps to make their workplace a more inclusive, welcoming and better place to work for all



BESPOKE SESSIONS

We offer bespoke sessions either online or in person for industry organisations

The sessions are created with your individual organisation in mind to offer a more tailored approach

We have run sessions for Sky News, London Film School, the NFTS, Directors UK, Screen Yorkshire and many others

“I was reluctant to take part as I would typically judge this sort of thing as a waste of time, but . . . the outcome was quite surprising. I am so glad I took part. If only other organisations ensured that all their members did the same!”

CONTACT US

To find out more and discuss your requirements, get in touch with Tendai Chitawuro:

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