Summary Points of the Think Tank 2023 on anti-racism: creating safe spaces for professional training programmes and positive inclusion standards for the industry:

o   **DEFINE POLICY:** Publish policies that clearly outline the principles that all participants (decision-makers, staff, trainers and trainees) in training programs agree to uphold to curate a safe and inclusive space.

o   **COLLECT DATA:** Collect data about the representation and participation of Indigenous and Racialized persons in programming. As part of evaluation and reporting, use this data to track growth in participation and along with qualitative and quantitative tools to track participant experience, needs, results and other forms of feedback.

o **DIVERSIFY HR**: Diversify the staff, board and trainers who design and deliver programming and provide them with ongoing anti-racism and inclusion training and educational resources.

o   **REACH OUT:** Undertake proactive outreach to engage with organizations and creatives from Indigenous and Racialized communities working in the screen sector to attract new partners, participants and joint programmatic offerings.

o   **REVIEW PROGRAMS**: Review current programmatic offerings with an intersectional lens to understand gaps, barriers and needs for Indigenous and Racialized participants.
  • Design specific bridge programs to support these communities.
  • Create scholarships to support their participation in core programming.

o   **DE-COLONIZE THE CURRICULUM:** Review and modernize training materials and content to move away from a Eurocentric focus and to embrace an inclusive global focus instead of responding to the needs of producers globally.
  • Include a focus on ethical producing and co-production structures.
  • Intentionally include content to bridge the global north/global south divides and to create a new generation of sectoral leaders.

o. **EVALUATE**: Monitor and evaluate all of the core mentioned above tactics annually and share learnings internally and externally to improve and adapt measures.

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