



IATSE LOCAL 891

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada • British Columbia and the Yukon

October 18, 2023

Demographics Survey | IATSE 891 | Frequently Asked Questions

1. Why am I being asked to provide this personal information? How will my data be used?

IATSE 891, in association with the BCCFU, the AMPTP, and the CMPA-BC has applied to the British Columbia Human Rights Commission for approval to operate a special program under Section 42 of the *BC Human Rights Code* (the “Code”), in accordance with Sideletter No. 17 in the 2021 – 2024 BCCFU Master Agreement.

The Program is designed to facilitate access to employment and training opportunities for members from traditionally underrepresented groups.

The goals of this program include:

- Addressing under-representation and/or barriers in the industry faced by persons or groups with one or more protected characteristics under the *Code*;
- Providing meaningful employment opportunities that will allow such persons to establish and maintain a career in the industry; and
- Establishing accountability and monitoring, including ways to measure and track success in increasing diversity in the active workforce.

2. We just completed the IATSE International Census, how is this survey any different?

IATSE 891 members previously participated in the 2023 IATSE Member Census, which was run by and coordinated through IATSE International. The purpose of the Member Census was to collect insight and direction to reflect the needs of the membership through future work at the International level. Local 891 has no access to the information that was provided in the International’s survey.

The Demographics Survey is specific to IATSE 891, and is being coordinated in accordance with Sideletter No. 17 in the 2021 – 2024 BCCFU Master Agreement. The information collected during the Demographic Survey will be used to facilitate access to employment and training opportunities for traditionally underrepresented groups from within the 891 Membership.



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The Demographic Survey is separate and distinct from the IATSE International Census survey, is voluntary, and is just as vital for our Local to collect.

3. How can you ensure my data is secured and stored properly?

IATSE 891 will collect and store all personal information shared during the Demographic Survey in our database. All data is encrypted in transit and at rest. All computer systems are managed and running industry leading security software.

4. Who will be able to participate in this survey?

All Members and Permittees of IATSE 891 are encouraged to participate in the Demographics Survey.

Members can access the survey page by logging in to the Member's Section of the IATSE 891 website. Members will be able to complete, view, and edit their submission at any time by logging into the Members Site and selecting "Demographics Survey" from the "Personal Profile" menu.

Permittees will access the survey with an individualized, one-time-use link sent to their inboxes directly from IATSE 891. Permittee links are unique to each person, and only allow the survey to be completed **once**.

5. Will I be able to view/edit/change my responses to the Demographic Survey?

Members, accessing the Demographics Survey within the logged in Members' Site can complete, view, and edit their submissions at any time.

Permittees, accessing the Demographics Survey through an individualized link, will not be able to view or edit their submission. Permittees may resubmit their information at any time by requesting a new link – you can do so by emailing abr@iatse.com. A new submission will overwrite any previous ones.

6. I am a Member but cannot view my previously submitted responses – what should I do?

We have created the Demographics Survey to be editable and accessible by Members who have taken the survey. However, an expected potential issue for Members accessing their historically submitted results has been identified related to changing your password on the IATSE 891 website.



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If your password is reset using the Password Reset form during the survey's running dates, your previously input data will not be viewable in the Member website to ensure the security and privacy of submissions. If you are unable to see your submission and have not reset your password, please try submitting the data again or contact abr@iatse.com for assistance.