

## The Need for Action



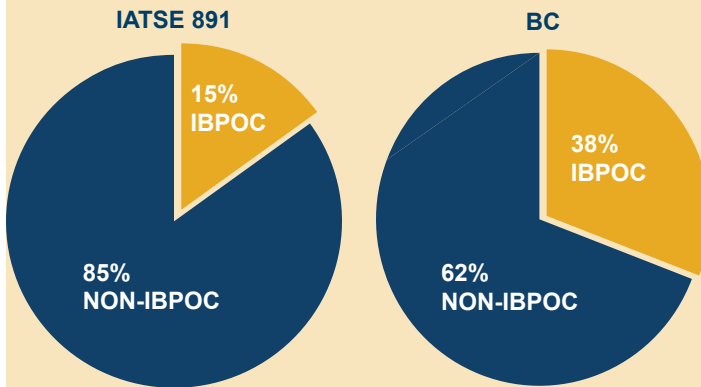
Indigenous, Black and People of Colour (IBPOC) face systemic barriers to participation and advancement in the motion picture industry. These barriers are more substantial and entrenched than those faced by others.

Action is **REQUIRED** to address systemic inequity in our Local.

Consulting firm MNP worked with an Advisory Committee of IBPOC members to conduct surveys and interviews with people in, and connected to, 891.

### Here's a snapshot of what we know Representation by the Numbers

**12% to 15% of IATSE 891 members are IBPOC** compared to 38% of BC's working population in 2016.



Representation of IBPOC individuals is higher among IATSE 891 permittees than members.

**47% of permittees self-identify as IBPOC, compared to 26% of members.**

People of East and Southeast Asian descent make up 4% to 5% of members, the largest group of IBPOC members at IATSE 891.

Indigenous people make up 3% to 4% of members, compared to 5.9% of BC's population.

You can access the full Reconciliation, Equity, Diversity and Inclusion Research Report by national consulting agency MNP [here](#).

1. Starting out in the motion picture industry can be especially challenging when financial investments do not necessarily result in increased work opportunities, pushing people further into economic instability.

### Women in the Workforce

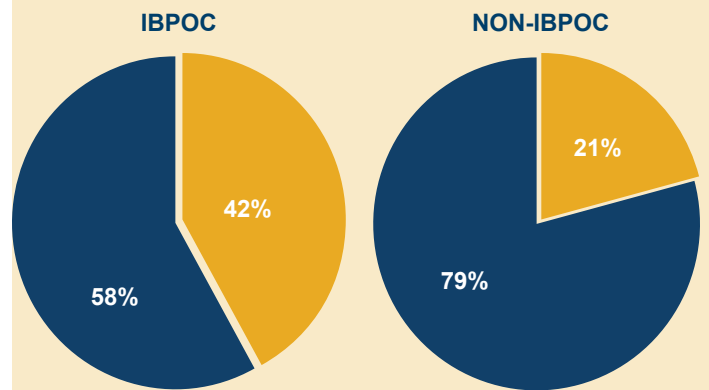


**Women make up 34% of members**, compared to 48% of BC's overall workforce.

### Barriers

IBPOC members and permittees are more likely to report barriers to advancement.

### Entering the Industry



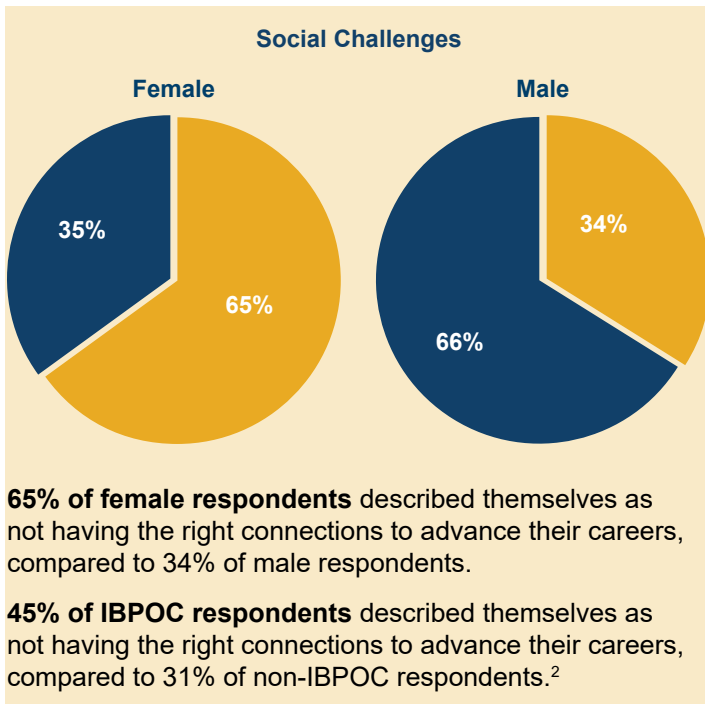
**42% of IBPOC individuals** using educational programs to get into the motion picture industry **reported that it was "Significantly or Extremely Difficult" to enter the industry**, compared to 21% of non-IBPOC members.

25% of IBPOC individuals who learned of the motion picture industry from friends and family reported that it was "Significantly or Extremely Difficult" to enter the industry, compared to 16% of non-IBPOC members.

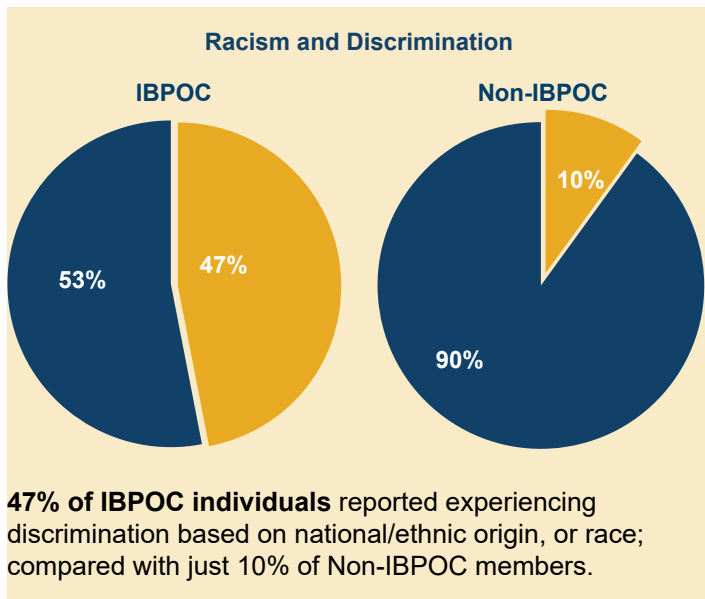
**Poverty** disproportionately affects IBPOC individuals in Canada and **financial barriers related to transportation, education, certification, and the cost of tools and equipment**, can make it difficult to get started in the motion picture industry.<sup>1</sup>

If you have questions you can email: [redi@iatse.com](mailto:redi@iatse.com)

**Women of all ethnic backgrounds are more likely than men to report barriers to advancement.**



Department Heads and Department Leads generally hire people they have worked with before because of the pressing need for specialized skills and experience.



2. Securing work in the motion picture industry often comes through word-of-mouth referrals and networking.

Racial comments and inappropriate jokes were reported to be a common occurrence in some departments.

**Hostile work environments with a lack of accountability make members feel unsafe.**

A majority of individuals lack trust and confidence in the IATSE 891 system for reporting harassment and discrimination. They worry their anonymity will not be protected and fear repercussions.

Several non-IBPOC individuals witnessed discrimination within their department, but ultimately decided not to report it.

“When you’re working in a department with very little diversity, you just have to be really tough and not let the comments bug you.”

*IATSE 891 Inactive member*

## Leadership Challenges

IBPOC individuals that have established themselves report typically being the only person of colour on the team.

Lack of IBPOC in leadership roles means fewer role models and opportunities for coaching and mentoring, leaving a gap in developing and encouraging the next generation of IBPOC talent.

## Next Steps

Tomee Sojourner-Campbell provided a comprehensive Action Plan to guide the Leadership of 891 in creating a safer, more diverse and inclusive Local for all present and future members.

Members engaging in the conversations, training and learning coming up about Reconciliation, Equity, Diversity and Inclusion can help us all work together to bring about real change and be leaders in the industry.