

IATSE 891 RECONCILIATION, EQUITY DIVERSITY AND INCLUSION ACTION PLAN SUMMARY



QUESTIONS? REDI@IATSE.COM

Why an Action Plan?

As a Local, we have been, and remain, committed to workers' rights, social justice and building a more inclusive motion picture industry. We recognize we must work within our union and with all industry stakeholders to fulfill our commitment to reconciliation and to address barriers facing our members from Indigenous, Black, Asian, South Asian, Latinx, racialized and historically marginalized communities.

We know our members who identify as women, people with disabilities, Indigenous, Black, South Asian, Asian, Latinx and Two Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Asexual Intersex, (2SLGBTQAI+), face barriers, racism, and systemic discrimination. These intersectional forms of exclusion are rooted in legacies of colonization, slavery, White Supremacy, and sexism. We also recognize that with the ongoing COVID-19 pan-demic, our members may be under additional stress and dealing with challenges related to dependent care, mental health, wellness, and safety.

After taking into careful consideration all the concerns noted above, as well as the powerful calls to action in the members' motions passed at the July 2020 AGM and the work of the Local's Women's and Human Rights Committees, we engaged consultant Tomee E. Sojourner-Campbell to work with us to design, develop, and implement a pair of Reconciliation, Equity, Diversity and Inclusion (REDI) Action Plans.

What is an REDI Action Plan?

The Reconciliation, Equity, Diversity and Inclusion Action Plan for Members is the Local's 2 to 5 year map for creating more inclusive and fairer work environments for our members. A similar REDI Action Plan for Employees and Leadership was developed to work hand in hand with the membership plan.

An evidence-based approach was used to develop the Action Plan and identify priority objectives, with expertise from Tomee E. Sojourner-Campbell as she reviewed and analyzed documents, data, and recent reports on gender pay equity and representation within our Local along with interviews of members, Leadership, staff and stakeholders. Below is a summary of the Action Plans seven priority objectives and the actions recommended.

Support Services Are Available.

Benefits of Film Employee and Family Assistance Program (EFAP) 1800-667-0993

Indian Residential School Survivors Society (IRSSS) 1800-721-0066

KUU-US Crisis Line -1800-588-8717 -Adults 250-723-4050 -Youth 250-723-204 -Métis Line 1-833-MétisBC

BC Crisis Centre 1800-784-2433 604-310-6789 604-872-3311

Canada Suicide Prevention Service - 833-456-4566

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The Seven Priorities in the Action Plan

I. Reconciliation

Recognizing the diversity of Indigenous Peoples cultures, languages and experiences, we will work in collaboration and consultation with Local members from diverse Indigenous communities, Indigenous motion picture industry experts, and Indigenous learning and development professionals, to respectfully build a reconciliation plan.

II. Reconciliation, Equity, Diversity and Inclusion Education

We will work with Indigenous consultants to design and implement a robust educational program that considers members demanding and sometimes stressful work environments.

III. General Membership Support

We will develop and provide additional tools and resources to ensure members feel supported, particularly those experiencing painful realizations about the everyday traumas, harms, and negative impacts of systemic racism, discrimination, and exclusion.

IV. Supporting Indigenous, Black, Asian, South Asian, Racialized and Marginalized Members

We will review existing policies and procedures and develop new tools to access culturally responsive and informed wellness and mental health supports that respond to diverse needs.

V. Representation Matters - Growing the Local's Diverse Membership (A Business Lens)

We will develop recruitment initiatives that address barriers to employment opportunities and help us secure new members who can provide culturally responsive services to clients with diverse service needs.

VI. Moving Towards Healing and Solidarity

Working on REDI comes with a deep and profound recognition that many of our members from marginalized communities have experienced, and continue to experience, harm and intergenerational trauma, while navigating different forms of discrimination in their everyday lives and work environments. We also recognize some of our members may have unintentionally or intentionally participated in behaviours that have caused harm and limited inclusion in work environments. We will be working on implementing a restorative process to rebuild trust, work towards healing, and increase solidarity across our Local.

VII. Leading Change - 2021 & Beyond

As part of our leadership role, we will develop opportunities to share knowledge and strengthen connections within the motion picture industry around REDI initiatives, including sharing insights from the pilot internship program and the IATSE 891 Gender Pay Equity Study.

The EDI Consultant and the Local acknowledge that the priorities will develop, shift, and undergo revisions over the next two to five years, and the first step in moving forward on these priorities will be hiring a Reconciliation and Decolonization consultant, and an internal REDI lead to implement the plan with staff and members alike. This Action Plan is the first of its kind for the Local. The Action Plan is also a way for the membership, staff, leadership, and the broader industry to engage in transformative and forward-thinking change in real-time.