



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

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Equity, Diversity, and Inclusion/Anti-Racism and Anti-Oppression Statement

(Motion #9)

“When we speak we are afraid our words will not be heard nor welcomed, but when we are silent we are still afraid, so it is better to speak.” – *Audre Lorde*

At IATSE Local 891, we recognize that our over 9500 members, permittees, leaders and staff come from diverse communities, and each person has their unique lived experience. We also know that systemic racism, discrimination, and acts of exclusion occur in our industry and society. They are pervasive, rooted in colonization, xenophobia, misogyny, homophobia, ableism, and legacies of White Supremacy, slavery, and indentured servitude.

We are reminded that the fight for racial justice, social justice, and workers’ rights are connected. The intersections of anti-Indigenous, anti-Black racism, anti-Asian racism, sexism, misogyny, transphobia, ableism, and xenophobia are real. All we have to do is remember the horrifying killings of Colten Boushie, George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery, Deliana Yaun, Xiaojie Tan, Daoyou Feng, Soon C. Park, Hyun Jung Grant, Suncha Kim, Yong A. Yue, Paul Andre Michels, Chantel Moore, Robert Dziekański, Afzaal family, missing and murdered Indigenous women, and too many others.¹

As a Local, we have witnessed, and some of us have directly experienced, the brutality, intergenerational traumas and pain caused by intersectional forms of racism and other acts of exclusion. We know that our members from Indigenous, Black, Asian, South Asian, Latinx, 2SLGBTQIA+, people with disabilities, racialized, and marginalized communities have faced, and continue to face, systemic barriers, acts of exclusion and microaggressions in their everyday lives, including in production environments. Drawing on this knowledge, we have been engaging with, listening to members’ feedback, and reflecting on Motion 9 passed at the July 2020 General Membership Meeting.

During this process of engagement, we have come to recognize that we have not always responded to concerns about exclusionary and discriminatory incidents raised by some of our members from marginalized communities in a manner they needed to feel heard, seen and supported. Furthermore, we now know some of our members have experienced additional hurt because of the way the Local responded. We want them to know that we sincerely apologize for any pain, hurt, and distress they have experienced. The Local also missed opportunities to act in a way that might have prevented further harm,

¹ This list is neither exhaustive nor complete but reflects the 10s of thousands who have been murdered.



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which we deeply regret. We take responsibility for our actions, inactions and missteps in the ways we have responded.

We are accountable to each member, and while we may not always understand the lived experiences of our members from marginalized communities, we know that we are collectively linked.

After deep reflection, discussion, and learning, we recognize that it is time to come together and recommit to dismantling intersectional forms of racism, discrimination, and acts of exclusion. To make this renewed commitment a reality, the Local's leadership has embarked on a reconciliation, equity, diversity, and inclusion (REDI) journey. This journey centres our focus on developing and implementing reasonable and practical REDI, anti-racism and anti-oppression strategies at every level. We have already begun working with members, staff, external subject-matter experts, including EDI/Anti-Racism and Anti-Oppression Consultant Tomee Sojourner-Campbell, and industry partners.

As part of our work with Tomee, we are developing a multi-pronged approach to generate sustainable reconciliation, equity, diversity, and inclusion outcomes for the Local. One key component of this approach is a multi-year reconciliation, equity, diversity and inclusion action plan for members. The plan provides us with a framework, including identifying priorities, timelines, and recommendations to guide us forward as we address systemic and individual forms of racism, exclusion and discrimination.

Another key component is a detailed reconciliation action and implementation plan for the Local. This plan will be developed by Koren Lightning-Earle in collaboration with members, leaders, staff, industry partners and external experts from Indigenous communities.

Some of the Reconciliation, Equity, Diversity, and Inclusion (REDI) initiatives we have developed, or are under development include:

- EDI Action Plan for Members (Completed and Approved by the Executive Board)
- REDI Action Plan for Staff and Leadership (Completed and Approved by the Executive Board)
- Reconciliation Action and Implementation Plan (In Progress)
- Educational Opportunities for members and staff focused on different topics related to Reconciliation, Equity, Diversity, Inclusion, Anti-Racism and Anti-Oppression
- Leadership Development focused on REDI, Anti-Racism and Anti-Oppression



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- Resource development (e.g. new anti-racism and 2SLGBTQIA+ pamphlets) (In Progress)

These initiatives are intended to strengthen our professionalism, deepen our solidarity, and our commitment to support all members to thrive as artists and technicians. We are also continuing our journey as industry leaders by being one of the first unions in the BC film and television industry to undertake multi-year reconciliation, equity, diversity and inclusion initiatives.

In closing, we recognize we need to work hard to rebuild trust with some of our members from marginalized communities who have experienced harm or disappointment while at work or during their involvement with the Local. We also know that we will make mistakes and engage in uncomfortable conversations as we work towards systemic and work culture change. We are committed to building more inclusive environments. We know that together as union Kin, we will rebuild trust, offer support, create healing spaces, and address racism, discrimination and exclusion.

In Solidarity,

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