

IATSE 891 RECONCILIATION, EQUITY DIVERSITY AND INCLUSION

INTRODUCING TOME E. SOJOURNER CAMPBELL



An Introduction to Tomee Elizabeth Sojourner-Campbell: IATSE 891's External Lead Equity, Diversity & Inclusion Consultant

IATSE 891 has worked for nearly 60 years to create safe working conditions for artists and technicians in the motion picture industry. While recognizing how far we've come, we must also recognize how much farther we must still go.

Our Local is committed to advancing efforts on Reconciliation, Equity, Diversity and Inclusion (REDI) and protecting our members' rights to workplaces free from racism, sexism and other forms of discrimination.

After hearing directly from members of our Local, we know we can do better. The findings of the "Reconciliation, Equity, Diversity and Inclusion Research Report" conducted by MNP in August, 2021, and the "IATSE Local 891 Gender Pay Equity Study" completed in 2019, are clear. While we all face barriers in life, members who are Indigenous, Black and People of Colour



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(IBPOC) face significantly larger systemic barriers to participation and advancement in the motion picture industry. We must work together, in solidarity, to change that. Transformation does not happen overnight and cannot happen without active listening, empathy, support, and the expertise of anti-racism, anti-oppression and decolonization professionals.

IATSE 891 has been working with Tomee E. Sojourner-Campbell, a human rights and diversity consultant, to develop an Action Plan for Members, and an Action Plan for Staff and Leadership, that will move us forward and help create meaningful change. We look forward to having Tomee's continued support as our IATSE 891 External Lead Equity, Diversity and Inclusion Consultant. Her expertise will be vital in the months ahead as we implement the Action Plans, which have the support of Management and the Executive Committee and were approved by the Executive Board on August 18, 2021.

Tomee Elizabeth Sojourner-Campbell is recognized globally as a thought leader, with over 23 years of experience working in the areas of equity, diversity, and inclusion.

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Introducing Tomee E. Sojourner-Campbell

Tomee designs, develops, and implements equity, diversity, inclusion, anti-racism and anti-oppression action plans, education programs, communication strategies, data gathering tools, and policies. She also provides strategic guidance to individuals, organizations, universities, and businesses, including law firms, faculties of law, legal clinics, healthcare providers, motion picture organizations, cultural production artists, actors, writers, and creatives. Since September 2020, Tomee has been working with IATSE 891 members and Leadership in an advisory and professional development capacity. Part of her work with the Local has been to design, develop, and co-create the two multi-year Action Plans focused on Reconciliation, Equity, Diversity and Inclusion for members, employees, and Leadership. She is also working with Union Representatives on topics related to anti-racism and anti-oppression.

“My approach to working with IATSE 891 is grounded in an intersectional, social justice, and workers’ rights framework,” says Tomee. “I believe in finding points of commonality, creating spaces to move through difficult conversations, and connecting the Local’s REDI work to issues taking place in the everyday lives of our members, their communities, and the motion picture industry.”



TOMEE
SOJOURNER
CONSULTING INC.

Tomee has a B.A. (Hons) and an M.A. in Social Justice and Equity Studies. She has been a labour educator and a Visiting Professor at Osgoode Hall Law School, York University, where she was Program Director of the Lawyering Using an Anti-Racism and Anti-Oppression Lens course. She’s taught community development and labour history courses as a part-time College Professor at George Brown College. In September 2018, Tomee’s chapter, “Damaged Goods: A Critical Perspective on Consumer Racial Profiling in Ontario’s Retail Environments”, was published in a ground-breaking book, *Racial Profiling and Human Rights in Canada: The New Legal Landscape* by Irwin Law, Canada’s leading academic legal publisher. Tomee also contributes her expertise as a media commentator to various Canadian and International media outlets, including the Canadian Press, the Canadian HR Reporter, Global Television, BNN Bloomberg, Financial Post, National Post, New York Observer, Monocle 24 Radio, CTV, CBC Calgary, and CBC Toronto.

We want to thank Tomee for all her dedication and insights so far and look forward to her continued support as our IATSE 891 External Lead Equity, Diversity and Inclusion Consultant. One of our top priorities, outlined in the Action Plans, is to hire an Indigenous consultant to work with the Local to build a plan specifically focused on Reconciliation. We look forward to introducing IATSE 891’s new Reconciliation Consultant next week, who will work with our Local, and in collaboration and consultation with Local members from diverse Indigenous communities, to help bring about systemic change. Visit the IATSE 891 website for updates or stay tuned for more in next week’s eBulletin. For now, you can find more information about Tomee’s consulting practice here: www.tomeesojourner.com.