



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

Reconciliation, Equity, Diversity, & Inclusion (“REDI”) Project Update

At IATSE 891, we recognize that our Members, Permittees, Leaders and Staff come from diverse communities, with every person having unique and individual life experiences.

At the July 2020 General Membership meeting, a formal proposal requested an initiative to change the culture of the IATSE 891 by acknowledging and addressing systemic barriers that exist in the film and TV industry of BC and Yukon (the “Industry”), promoting inclusivity in all our workplaces, and building a renewed relationship with Indigenous Peoples based on the recognition of rights, respect, and partnership. This was the inception of the IATSE 891 Reconciliation, Equity, Diversity, and Inclusion (“REDI”) Project. The goal of the REDI Project is to remain committed to dismantling intersectional forms of racism, discrimination, and acts of exclusion. At IATSE 891, we emphasize that we condemn racism and affirm our commitment to fair and equitable treatment, representation, and prosperity for all peoples.

The framework of our REDI Project materialized with the unyielding efforts of several Members and Staff of IATSE 891, with collaborative contributions from Samson Cree Nation lawyer [Koren Lightning-Earle](#), and anti-racism consultant [Tomee Sojourner-Campbell](#). This foundational work constitutes Phase 1 of the REDI Project, during which several integral components were produced, such as the Anti-Oppression Statement, the Action Plan, the Priorities, the development of a reporting card for Members to report racist and discriminatory actions, as well as the assembly of references and support resources.

Recognizing that there is a long journey ahead for IASTE 891 to address systemic issues that have a long history of discrimination and negative impact on Members of equity-deserving communities, we are pleased to announce that on May 20, 2022, [VEZA Global Consulting \(“VEZA”\)](#) was retained to move forward with our REDI Project. VEZA’s [CEO/founder, Manpreet Dhillon](#) (ranked #15 on the 2020 Empower Ethnic Minority Future Leader Role Models list), established VEZA to create authentic, human-centred consulting and leadership training through a lens of equality for race, culture, gender, and disabilities. VEZA has over 15 years of local and international Equity, Diversity, and Inclusion Leadership experience as a service provider. [VEZA](#) also has a diverse team of consultants, including an Indigenous advisor who will collaborate with IATSE 891 on initiatives associated with Reconciliation.

Phase 2 of the REDI Project will increase the awareness of the principles of REDI within the Membership and our Industry, solicit feedback from Members to identify additional equity-related gaps in the Industry and address issues of racism, discrimination, bullying and harassment that are detrimental to our membership. We anticipate that VEZA’s systemic and practical



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approach to Reconciliation, Equity, Diversity, and Inclusion will address gender, race, disability, sexuality, age-based and other inequities in our Industry and contribute to the building of inclusive and empathetic workplaces. We seek to create equitable and fair recruitment, hiring and onboarding processes and mitigate bias in performance management and career development. In Phase 2 of the REDI Project, VEZA is committed to building upon the Phase 1 Action Plan and the original framework of IATSE 891's REDI Project.

The Phase 2 Action Plan for the REDI Project outlines VEZA's critical priorities over the next twelve months. We'll enhance REDI awareness and Member engagement by developing REDI education and training (courses and workshops), focus groups, and surveys. VEZA will perform audits of the IATSE 891 practices, policies and procedures to eliminate bias in our organization. There will also be an emphasis on establishing metrics to provide a holistic picture of our membership and data that illustrates and supports the transformational changes we are pursuing.

In closing, IATSE 891 is empathetic to any individual from an equity-deserving community that may have experienced or witnessed harm or disappointments in film and TV workplaces or during interactions with IASTE 891. We acknowledge the need to rebuild trust with our Members and other individuals who may have experienced barriers to participation and advancement in our industry.

The goals of the IATSE 891 REDI Project will strengthen our resiliency, enhance a sense of belonging, and demonstrate our commitment to supporting all our Members in a thriving artistic community as we undertake multi-year Reconciliation, Equity, Diversity and Inclusion initiatives. We see a meaningful opportunity to increase the inclusion of the underrepresented and equity-deserving Members within our industry arising from Phase 2 of the REDI Project that will occur with the support of VEZA, our new REDI consultant.

Sincerely,

Mitch Davies, President, IATSE 891