

May 17, 2019

The Governor's Office of Diversity & Inclusion/Affirmative Action
900 Court Street NE
Suite 254
Salem, OR 97301

RE: OREGON FILM Equity and Diversity statement, goals and programs for 2019-2021

Oregon Film (a/k/a Oregon Film & Video Office, a/k/a The Governor's Office of Film & Media ("OFVO"))

OFVO is a semi-autonomous agency of 4 people, founded in 1968.

OFVO Affirmative Action Statement

OFVO seeks to promote a healthy, growing and diverse industry of content creators in Oregon through active, "on-set" placement, apprenticeship and "shadow" programs. In addition OFVO, in partnership with the Oregon Made Creative Foundation, seeks to provide grants and subsidized placement to a diverse group of content specific filmmakers and content creators through partnership and internally funded pathways.

OFVO Equal Opportunity & Harassment Policy

The Oregon Film & Video Office is an Equal Opportunity Employer. The agency recruits, hires, retains, and promotes employees without regard to race, religion, color, national origin, sex, age, marital status, mental or physical disability, or any other status protected by Federal, State, or local laws. The agency endeavors to hire the best suited person for each position based solely on job-related factors.

The Oregon Film and Video Office fully supports the principles of Affirmative Action and complies with Executive Order 17-11 as issued by the Governor of Oregon.

As a public employer, the Oregon Film & Video Office complies with Executive Order 11246, the Rehabilitation Act of 1973, the Vietnam Veteran's Readjustment Act of 1974, and the Americans with Disabilities Act of 1990. The Oregon Film & Video Office's objective is to provide all employees with workplace conditions that meet or exceed Federal, State, and local standards. All employees will be treated equally without unlawful discrimination in regard to compensation, benefits, opportunities for advancement, and all other terms and conditions of employment.

Each employee is responsible for carrying out his or her obligation under this Equal Opportunity Employment policy.

The Oregon Film & Video Office intends that all employees should be treated with courtesy and respect. Harassment because of an employee's sex, race, color, religion, age, marital status, or disability is strictly forbidden and will not be tolerated from employees, management officials, customers, or vendors. Any such harassment should be reported immediately.

Gov's Office Policy Advisor: Jody Christensen (jody.Christensen@oregon.gov)

OFVO Affirmative Action Representative: Tim Williams (tim@oregonfilm.org)

Agency Organizational Chart

Tim Williams (Executive Director)

Nathan Cherrington (IT & Financial Manager)

Jane Ridley (Marketing, Communications and Special Events Manager)

Bob Schmaling (Sr. Project Manager)

OFVO Human Resources and Diversity Promotion & Inclusion

OFVO's Human Resources services are provided on an internal basis with assistance, when needed, from Business Oregon and DAS. As a small semi-independent agency, our hiring potential is limited (in fact, OFVO has only had one [1] new hire in the last 8 years), but OFVO looks to promote creative content creators and the resulting projects to our wide community through our Facebook pages, Twitter posts and ongoing community blog (OregonConfluence.com). For all future hiring, OFVO will adhere to its own policies (see above), AA Statement and other goals set out below and as set by the Governor's Office of Diversity & Inclusion/Affirmative Action. In addition, OFVO's Board of Directors is made of a diverse group of 5 including two (2) women, one (1) member from the LGBTQ community and one (1) African American. This board oversees all of OFVO's future hiring.

OFVO Community Engagement Efforts

- New programs focused on diversity training, workforce development and access.
- Marketing support through our robust social media channels for projects with their own focus on diverse communities, subject matter and made by diverse filmmakers and filmmaking teams.
- Active attendance at, and sponsorship of all the state's numerous "Film" and "Media" festivals - including festivals focusing on LGBTQ, women and minority films and filmmakers.
- Active partnership with professional organizations like Open Signal, MetroEast, OMPA, Film Southern Oregon and Media and Central Oregon Film Office.
- Regular "connecting" newsletters focusing on 1) Oregon's "Media" Educators (both high school and university/college/community college levels); 2) Festival Organizers (including festivals like Queer Doc, Portland Black Film Festival, Eugene Children's Film Festival and Portland Oregon Women's Film Festival); and 3) Oregon's Video Game Development community.

OFVO Affirmative Action Objectives

In 2015, OFVO sought to place interested high school students on to the working sets of productions shooting in Oregon. To that end, five (5) students from diverse ethnic and socioeconomic backgrounds were selected, with the help of Open Signal for placement onto the sets of "The Librarians," "Grimm" and "Portlandia." These encounters were videotaped and edited into short "episodes" that were then offered as teaching tools to many of the state's high school Digital Media and Video Production programs.

In 2016 OFVO created the Oregon Made Creative Foundation ("OMCF") as a stand alone non-profit platform specifically designed to bring opportunity and grants to a wide and diverse creative community. When the OMCf was launched the initial idea was to try to raise additional funding for these types of projects through the sales of merchandise, but that model was revised in 2017 to focus on securing funding through partnership and incentive administration, workforce and education fees secured through ORS 284.368 Sec 8 and ORS 316.221.

OFVO's goal was to utilize the OMCf as a vehicle to create several opportunities that would not have otherwise existed for a diverse community of filmmakers and content creators. OMCf hoped to launch at least three (3) programs with this focus.

To date:

1) OMCF, in partnership with Travel Oregon and Danner Boots, has successfully awarded nearly \$20,000 to an LGBTQ filmmaking team to create an “Oregon Outdoor Adventure” short film currently entitled, [“Our Trails Too”](#) about a gay African American outdoor adventurer seeking certification from Outward Bound and launching her own “Wild Diversity” hiking program. A [second OAFG was awarded](#) in 2019 in the amount of \$20,000.

2) OMCF, in partnership with animation studio Shadowmachine, has placed two (2) young animators (one from the LGBTQ community and one Latina) into a 3 month apprenticeship program for the Adult Swim series, “The Shivering Truth,” focusing on stop-motion animation training.

3) OMCF, in partnership with the OMPA, Open Signal and the producer’s of IFC/Broadway Video’s production of season 3 of “Documentary Now!”, placed two (2) people from diverse backgrounds as working crew in the Camera and Production departments for all 5 weeks of the shoot. Both of these placements were then hired on the producer’s next project - Hulu’s new series, “Shrill.”

4) OMCF, in partnership with the producer’s of the independent feature film “First Cow” placed two (2) people from diverse backgrounds as working crew in the Sound and Production departments for all 5 weeks of the shoot. The placement in the Sound department was done in conjunction with the Local union with jurisdiction over that covered position with a view to allowing the placed worker to garner days towards meeting the union’s minimum working days threshold for joining.

In addition, OMCF has also [awarded three \(3\) “Residency” programs for screenwriters](#) done in partnership with Playa Summer Lake and the Northwest Film Center. The winning projects for this program are primarily focused on stories featuring underserved communities and/or by writers from those communities.

OFVO, working with Board Chair Juliana Lukasik’s program, [“5to50”](#), seeks to promote and engage female directors working in the film and television industry. The program places young female directors into active “shadow” programs with professional female directors who are already working on larger productions here in the state. To date, six (6) such placements have taken place:

- 1) Netflix’s first season of “Everything Sucks!”
- 2) Debra Granik’s feature film “Leave No Trace”
- 3) the Warner Horizon/Freeform pilot episode of “The Perfectionists,”
- 4) the Hulu television series “Shrill,”
- 5) the Netflix series “Trinkets,” and
- 6) the Oprah Winfrey produced feature film “The Water Man.”

Lastly, during the previous three (3) years, OFVO worked with the Portland Film Office and casting directors at Cast Iron Studios to fund a [Diversity Talent Initiative](#). This program offered direct and free training to a diverse group of actors looking to make a career in front of the camera and culminated with the offering of scholarships to 17 local actors to attend the acting course of their choice.

OFVO and OMCF will repeat and expand these programs during the 2019-2021 biennium, with a goal to run at least four (4) programs a year that are specifically focused on engaging, training, funding and/or employing a diverse community both in front of, and behind the camera.

Sincerely,



Tim Williams
Executive Director

