



October 1, 2020

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 2021-2023

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 has a mission to promote, support and advance the film, video, interactive, animation and creative content industries within the state by fostering connections between production, business and public sectors and strengthening this industry's profile and reputation locally, nationally and internationally.

OFVO has partnered with the Oregon Made Creative Foundation (OMCF) to support storytellers, filmmakers, and artists to attain sustainable careers in the arts, especially the digital arts. Additionally, the OMCF strives to draw together, under its #OregonMade banner - support, momentum and assistance for Oregon communities, whether they be urban, suburban, or rural and to help build and strengthen the connections among them.

Gov's Office Policy Advisor: Leah Horner (leah.Horner@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 is overseen by a five (5) person Board of Directors that, as of June 30, 2020, is made up of a diverse group including two (2) women, one (1) member from the LGBTQ community and one (1) African American. This board is appointed by the Governor and oversees all of OFVO's hiring.

OFVO Affirmative Action Statement

OFVO seeks to promote a healthy, growing and diverse industry of content creators in Oregon through direct support of creators, community engagement and connection, and "on-set" placement, apprenticeship and "shadow" programs. In addition OFVO, in partnership with the Oregon Made Creative Foundation, seeks to provide grants, fellowships, residences and subsidized placement to a diverse group of content specific filmmakers and content creators funded through partnership and private contributions.

This statement along with OFVO's full 2019-2021 Affirmative Action Statement is located [on our website](#) and includes contact information for questions or complaints.

Progress on 2019-2021 Affirmative Action Goals

Due its small size as an office, OFVO has worked to expand on the equitable use of our resources through program dollars and not necessarily through its small operating budget.

In 2017 OFVO had a goal of placing interested candidates from diverse communities into paid positions on the sets and in the studios working on the creative content being created in the state. To that end, while securing funding through partnership and incentive administration, workforce and education fees secured through ORS 284.368 Sec 8 and ORS 316.221, OFVO has placed eleven (11) people onto eight (8) different projects in paid positions lasting 4-12 weeks through June 30, 2020; nine (9) of these individuals have found other work in the industry on their own after their initial placement.

In 2016 OFVO created the Oregon Made Creative Foundation (“OMCF”) as a stand alone non-profit platform with a goal to bring opportunity and grants to a wide and diverse creative community. Through June 30, 2020 the OMCF has run more than twenty (20) granting programs providing placement and/or funding to numerous BIPOC community creators raising and granting more than \$200,000 through partnership funding.

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 has now launched several programs with this focus.

These include:

1) OMCF has created several granting programs focused on giving a wide and diverse community a chance to tell their own outdoor stories. These have included, in partnership with Travel Oregon four (4) Outdoor Adventure Film Grants (\$20k each), a Food Stories Grant and a Outdoors and Health Grant (\$15k each); in conjunction with the City of Portland eight (8) Post Production grants; and in conjunction with PLAYA and the Northwest Film Center three (3) Screenwriting Residency grants.

2) OMCF, in partnership with the Northwest Film Center, provided two (2) sponsorship grants for people from underserved communities to attend the 2020 Cinema Unbound Awards in March 2020.

3) OMCF, in partnership with Northwest Documentary and Oregon Documentary Camp, provided two (2) scholarships for a fully paid positions at the 2019 Oregon Documentary Camp given to two documentarians from diverse backgrounds. This fellowship was to be repeated in 2020 but Camp was cancelled due to the pandemic.

Complaint Process

OFVO and OMCF strive to make the complaint process fair and comprehensive. To that end we encourage feedback on our work and our programs and have, in the past, contracted with an outside entity (such as Workplace Change) in order to ensure that all sides are heard by an unaffiliated third party. We deal with complaints in a timely manner and make connections with people to the proper outlet for those complaints to be properly dealt with if it cannot be directly resolved through our office (e.g. complaints from film sets are generally directed to an anonymous hotline provided by the producing studio). We have “Contact Us” information both on the [home/landing page](#) of our website as well as on the [“About Us”](#) page.

Workforce Tables

(n.b. there were no promotions within our workforce in 2019-21)

Agency Director by Racial Category and Gender		
Racial Categories	Female	Male
American Indian/Alaska Native		
Asian		
Black/African American		
Hispanic		
Native Hawaiian/Other Pacific Islander		
Two Or More Races		
White		1
Totals	0	1

Agency Board of Directors by Racial Categories & Gender				
Racial Category	Female	Male	All	Pct.
American Indian/Alaska Native			0	0.00%
Asian			0	0.00%
Black/African American		1	1	20.00%
Hispanic			0	0.00%
Native Hawaiian/Other Pacific Islander			0	0.00%
Two Or More Races			0	0.00%
White	2	2	4	80.00%
Totals	2	3	5	

OFVO Staff				
Racial Category	Female		Male	
	Actual	Pct.	Actual	Pct.
American Indian/Alaska Native				
Asian				
Black/African American				
Hispanic				
Native Hawaiian/Other Pacific Islander				
Two Or More Races				
White	1		2	
Percentage	33.3%		66.7%	
Totals	1		2	

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 traditionally under represented films and filmmakers.
- Active partnership with professional organizations like Oregon Media Lab, Open Signal, MetroEast, Outside the Frame, OMPA, Film Southern Oregon, Klamath Film and Central Oregon Film Office.

Meeting Our 2019-21 Goals

OFVO and OMCF have now been able to repeat and grow these programs during the 2019-2021 biennium. OFVO's goal was 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. In the 2019-2020 fiscal year we were able to place eight (8) people into paid positions on sets and in studios, award six (6) granting programs focused on creators from diverse background and award two (2) scholarship/fellowship placements at media focused events for media creators with diverse backgrounds and stories.

In addition, we have updated our main website to now include dedicated pages for [Harassment & Discrimination Reporting](#), [Diverse Hiring Resources](#) and [Diversity, Equity and Inclusion](#) policies and resources.

Lastly, we had more than 120 submissions to our seven (7) grant programs launched during the biennium.

2021-2023 Affirmative Action Goals

Our goal will be to continue the development of these existing programs in conjunction with OMCF and other partners while specifically striving for at least six (6) paid placements on working sets and in studios, two (2) residency or fellowship programs, and a further four (4) content grants aimed at highlighting a diverse group of storytellers and stories during the 2021-23 biennium. In addition, we also hope to appoint another member from a diverse background with the appropriate experience to an open position on our 5 person board. In addition, we would like to expand the reach of these programs so that a broader group is made aware of their existence and a larger group of applicants is garnered.

Lastly, expanding the lens of what each grant or placement program may hope to achieve is also of great interest to us - are there areas and communities that are not being reached and can we help give a voice to that arena?

We are currently working with our community and legislative members to develop a direct connection between our film and media production incentive programs and diverse and equitable hiring. This is being done to both collect data and to increase the direct hiring of more racially diverse creators on the sets and studios here in Oregon. The goal would be to secure this augmentation to our programs during the 2021 session, enact it in late 2021 or 2022, begin to gather broad yet specific and robust data on the hiring patterns on local productions to provide a better insight to the make up of the crews working here, and finally reduce racial and equitable disparities in these crews within the next 5 years.

Like other agencies, our process for reaching these goals may be made more difficult over the next five (5) years due to the impacts that the global pandemic has had on our budget(s) and our fundraising/partnership prospects. We are hopeful and confident that we can quickly reallocate and recover from this and get these programs expanded and solidified.

Leadership Evaluation

This is currently in process with the OFVO Board of Directors.

Contracting

OFVO does not have any significant contracts it awards to outside vendors and therefore seldom undergoes a bidding process in any form, but when and if we do, we will include bids from minority owned businesses.

We continue to discuss and enact new ideas, programs and partnerships to better our work in this arena.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Williams".

Tim Williams
Executive Director