

May 4, 2023

OREGON FILM Diversity, Equity and Inclusion Plan & Goals

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

OFVO is a semi-independent 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.

Due to the small size of our office (4) our DEI efforts are focused on the industry and community at large rather than on our own staffing.

As an agency, 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.

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.

Thanks to the passage of HB3010 in the 2021 legislative session OFVO now requires all projects that participate in the OPIF program to have a written DEI Policy, then hire according to that policy, and have a written and enactable procedure in place to report harassment and discriminatory activities. When productions (particularly smaller productions) don't have a policy of their own, OFVO provides several sample policies for producers to read and work through to develop a policy that works for their project. This new policy will ensure that crew members feel safe and have an outlet for questions and complaints on any given production.

CREATIVE OPPORTUNITY PROGRAM

In 2022 OFVO helped to pass HB4153 and create the Creative Opportunity Program. This legislation dedicates 2% of the Oregon Production Investment Fund ("OPIF"), or about \$375,000 per year, to creating programs that help in the following areas of our industry:

- (1) Grants for individuals and production projects;
- (2) Fund matching;
- (3) Investment in development and production;
- (4) Mentorship programs;
- (5) Project and talent incubation;
- (6) Mutual aid;
- (7) Creator and storyteller support;
- (8) Diversity and inclusion initiatives;
- (9) Educational programming;
- (10) Workforce development;
- (11) Regional production development; and
- (12) Industry-related small business growth stimulus.

This program became effective in October of 2022. Our process was to create an active Advisory Board and clear set of rules for programs and outline the application process and expected outcomes for each project prior to the official launch in October 2022. We expanded and continued the development of our existing programs in conjunction with OMCF and other partners while seeking out new ideas for programming that has worked in other arenas and/or needed within our industry. We have done this with a focus on increasing access, equity and opportunity for all within our industry. The creation of the Creative Opportunity Program and the funding associated with it will help us ensure we continue our work in this area well into the future.

Through the [Creative Opportunity Program](#) we have expanded many of our existing programs (e.g. Pathways Placements, Production Assistant Trainings, filmmaker and region production support and project grants) and thereby increased items like paid placements and job training, while also expanding our partnerships and programming to offer more than 30 different grants, placements, project support programs and other industry focused partnerships on an annual basis.

These programs will be monitored and adjusted based on several factors including effected regions and communities, length and breadth of supported project and the outcomes of each program. The data and outcomes for the projects created and administered through the Creative Opportunity Program will be shared on OFVO's Open Data transparency site.

Key partners in developing OFVO's plan are Executive Director Tim Williams alongside the OFVO Staff (3) and OFVO Board (5).

Our strategies and focus areas include:

Community Engagement -

- Attend events, support new programs, engage through social media.
- Create advisory and review communities to help develop and support existing and future programs.
- Create and explore new programs focused on diversity training, workforce development and access.
- Provide 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.
- Attend and sponsor the state's numerous "Film" and "Media" festivals - including festivals focusing on LGBTQ, women and traditionally under represented films and filmmakers.
- Form strategic partnerships that help identify and reach both communities in need and specified goals.

- Communications - use of our main site, OregonFilm.org; our affiliated non-profit's site, OregonMade.org and our community blog, OregonConfluence.com
- Data - Collection of data from projects that come through our programs, grants and programs we oversee directly and from reporting done from our partnership organizations.

PROJECT EXAMPLE: PATHWAYS

As of March 2023 OFVO has created 61 paid positions and placed 39 different people on media sets and studios for new and entry level participants from traditional underserved communities through its [Pathways](#) program and placed 30 new workers into those positions. We continue to work with partners at Outside the Frame, OMPA and IATSE Local 488 to create PA Bootcamps to ensure the proper training was given to each participant and then assigned them an on-set mentor to ensure their questions were answered accurately and in a timely manner.

PROJECT EXAMPLE: SPECIALIZED GRANTS

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, 2022 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. That effort has helped to bring over \$230,000 to projects and filmmakers working here in the state; 75% of that funding has gone to artists and creators from historically under-represented and marginalized communities. These have included, in partnership with Travel Oregon five (5) [Outdoor Adventure Film Grants](#) ("OAFG" \$20k each), a [Food Stories Grant](#) (\$15k); in conjunction with the City of Portland eight (8) [Post Production grants](#); in conjunction with Regional Arts and Culture Commission (RACC) three (3) non-project specific "[Tell Your Story](#)" grants (\$10k each) and in conjunction with PLAYA three (3) [Screenwriting Residency grants](#). The short film "You Go Girl!" created by an OAFG premiered at the [Sundance Film Festival](#) in early 2022.

PROJECT EXAMPLE: ACTIVE PARTNERSHIPS

Due its small size as an office, OFVO has focused much of its work on expanding the equitable use of our resources through program dollars rather than through its small staff or operating budget. This has included creating funded and non-funded, active partnerships with community organizations and non-profits such as:

Travel Oregon
Travel Portland
Portland Film Office
NW Documentary
BendFilm
Klamath Film
Lane County Filmmakers
Central Oregon Film Office
Southern Oregon University

Desert Island Studios
Oregon Media Production Assoc
Eastern Oregon Film Festival
Lion Speaks
PAM Cut
IATSE Local 488
SAG-AFTRA
Outside the Frame
Confluence Project

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

Sincerely,

A handwritten signature in dark ink, appearing to read "Tim Williams", written over a large, faint, circular watermark of the Seal of the State of Oregon.

Tim Williams
Executive Director