



March 5, 2024

The Governor's Office of Cultural Change
900 Court Street NE
Suite 254
Salem, OR 97301

RE: OREGON FILM Equity and Diversity statement, goals and programs for 2023-2025

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.

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: Vince Porter

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)

Dallas Brown (Project Manager)

OFVO is overseen by a five (5) person Board of Directors that is made up of a diverse group. This board is appointed by the Governor and oversees all of OFVO's hiring.

In 2022 OFVO underwent an employee search for a position that was opened due to a retirement. OFVO worked with [Workplace Change](#) to recruit for this position. More than 100 applications were received.

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.

The OFVO Staff talk through our various projects at each staff meeting that happens twice a week. OFVO Staff and Board participate in discussions and review committees for grants and placements made through our partner organizations. Quarterly board meetings include discussions of our work in this arena and progress reports and goal reviews for each project.

Progress on 2021-2023 Affirmative Action Goals

In 2021 and 2022 we also two new members to our five (5) person board. Serita Wesley brings a background in emerging media specifically in the area of podcasting. A former Weiden & Kennedy staffer, Serita created the popular podcast "On She Goes," a travel & lifestyle podcast made for women of color, by women of color, and now runs all of podcasting for Sony Music. Rosemary Colliver is Head of Legal and Business Affairs for animation studio ShadowMachine, a position she has held for the last 5 years after working in a similar capacity at Oregon based animation studio Laika. Unfortunately, Serita had to resign her position in 2023 and she was replaced by Anish Savjani an Oregon based producer for such films as "First Cow," "Showing Up" and "I Don't Feel At Home in This World Anymore."

In 2022 we added a new/replacement staff member and utilized Workplace Change to help us ensure that our recruitment, selection and interviewing process was both equitable and inclusive. As a semi-independent agency we do not have direct HR support from either Business Oregon or DAS and therefore we engaged a third party to ensure our process was appropriately handled.

Thanks to the passage of HB3010 in the 2021 legislative session OFVO is now collecting hiring data for projects participating in the OPIF incentive program. This data collection will help us understand the adjustments that need to be made in our programs on a going-forward basis. In addition all projects that participate in the OPIF program must 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.

Staff and Board members also participate in our sponsored panel discussions (such as “Reducing Harm on Set” and “Consent on Set”) as well as our grant and partnership review committees for projects like the “Outdoor Adventure Film Grant,” the “Tell Your Story” grant and the Creative Opportunity Program.

For the 2021-23 biennium, OFVO’s goal was to strive for at least six (6) paid placements on working sets and in studios for people from traditionally excluded communities while also supporting at least four (4) content grants aimed at highlighting a diverse group of storytellers and stories during the 2021-23 biennium. In reality, through an expanded Pathways program, we were able to place 35 newly trained placements from traditionally excluded communities into 53 paid positions on the sets and in the studios in our industry. We also supported five grants in the form of two Outdoor Adventure Film Grants and three Tell Your Story Grants.

In addition, we wanted 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. We managed to do this through the creation of the Creative Opportunity Program in 2022 and its direct partnership with 16 different entities working within our industry including Outside the Frame, Lion Speaks, Portland Women in Film, Eastern Oregon Film Festival and Southern Oregon University.

Affirmative Action Goals 2023-2025

In the 2023-25 biennium we will have at least two further board positions opening up. We will be working closely with the Governor’s office the ensure that we are considering new board members from specific communities and regions in Oregon in order to ensure the board reflects the communities we serve.

We will also continue to actively participate in panels, workshops and grant review committees to both educate ourselves as well as ensure the platform we represent is doing its work in the most equitable way possible.

Progress on 2023-2025 Affirmative Action Goals

During this 2023-25 biennium, OFVO was able to fill three more board positions that reflected the background, experience and community that we represent. This included producer Anish Savjani, educator Andrew Kenneth Gay and Portland Film Office director Elyse Taylor Liburd.

We are able to train another 30 people for on-set work through our partnership with Outside the Frame and the Pathways program. We were also able to place a further ten people from traditionally excluded communities into 20 different paid positions on sets and in the studios of our industry between July 1, 2023 and June 30, 2024. On top of this, our Creative Opportunity Program partnerships expanded to 21 different organizations providing support and funding to projects from Open Signal, Confluence, Catalyst and BendFilm amongst others. We also supported two additional Tell Your Story Grant winners with non-project specific grants and office space in Portland and Ashland.

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.

Our DEI Plan along with OFVO’s full 2023-2025 Affirmative Action Statement is located [on our website](#) and includes contact information for questions or complaints. [Staff](#) and [board](#) information, including links to contact information, is contained on the “[About Us](#)” page of our website.

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.

Contracting

As a small, semi-independent agency, 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