



May 15, 2025

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

RE: OREGON FILM Affirmative Action statement 2025-2027

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 (Director of Strategic Initiatives & Community Programs)

Dallas Brown (Project Manager)

OFVO is overseen by a five (5) person Board of Directors that is made up of a diverse group including three (3) women and two (2) people of color. 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 2023-2025 Affirmative Action Statement is located [on our website](#) and includes contact information for questions or complaints.

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 2023-2025 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.

OFVO manages the Creative Opportunity Program ("COP"). This program dedicates 2% of the Oregon Production Investment Fund ("OPIF"), or about \$375,000 per year, to creating programs that help foster connections, opportunities, training and work throughout the state.

During the 2023-25 biennium the COP supported the following:

- **Pathways Training and Placement Program** - *through a unique collaboration with Outside the Frame and Desert Island Studios OFVO used COIP funds to help to train scores of people from under-represented communities and then place 16 people into 30 paid positions on the sets and in the studios creating content in Oregon. More than 70% of these trainees went on to find their own work and careers in the industry.*
- **Tell Your Story Grant** - *through a partnership with the non-profit Oregon Made Creative Foundation, OFVO awarded x2 grants of \$15,000 each to mid-career filmmakers working in Oregon. These filmmakers were able to further develop their projects and their careers with the support of this grant.*
- **Outdoor Adventure Film Grant** - *through a partnership with Travel Oregon OFVO awarded x2 grants of \$22,500 to support projects and filmmakers under the theme “Oregon’s Outdoors are for Everyone.” The two projects are currently applying to and screening at various national film festivals.*
- **Confluence Filmmakers Fellowship** - *In partnership with Confluence, OFVO supported two annual fellowship funds supporting 8 indigenous filmmakers.*
- **Partnership Programming** - OFVO supported intentional programming outreach with the following partners:
 - Oregon Media Production Association - *CINE | SEEN, Creatives of Color, Targeted membership scholarships*
 - Eastern Oregon Film Festival - *Summer Filmmaking Cohort*
 - Lane County Studios - *Membership & Community Building*
 - Central Oregon Film Office - *Location database expansion*
 - BendFilm - *BIPOC Womens’ Film Grant*
 - NW Documentary - *“Recording Resilience,” “Invent Oregon,” “Hatfield Marine Center”*
 - Portland Community College & Laika Studios - *Paid summer internship program*
 - Southern Oregon University - *Set Training Skills course*
 - McMinnville Short Film Festival - *Indigenous Vision Grant*
 - Lion Speaks - *Black Filmmakers Development*
 - Women in Film - *Educate and Incubate*

Through these and other programs scores of creatives have been assisted in their work to bring their story and their projects to a broader audience and community. Each year these partnership and grant programs are reviewed and adjusted in order to incorporate things that we have learned, correct things that didn't work well and expand things that have created the most benefit. All of the grantees and programs are monitored and assisted during the period of the grant and then final "exit" reports are completed once the programming is done. Data and outcomes for the projects created and administered through the Creative Opportunity Program will be shared on OFVO's Open Data transparency site.

Meeting Our 2023-25 Goals

OFVO and OMCF have been able to continue, adjust and expand our programs during the 2023-2025 biennium. Originally, OFVO's biennium goal was to increase opportunities for greater inclusivity in our industry and to that end we have used our access, staff, board and the funding of the Creative Opportunity Program to go beyond what we had hoped to achieve. The Pathways program has expanded and our partnership outreach is supporting many more people in different areas of the industry than our limited semi-independent agency could do on its own.

In 2023-2024 we also gained four new members to our five person board. Andrew Gay (University of Southern Oregon) and Elyse Taylor Liburd (Portland Events & Film Office) joined the board in 2024 while Liz Cook Mowe (Kickstarter) and Anish Savjani (filmscience) joined in 2023. This turnover was during to other board members coming to the end of their second term in rapid succession. OFVO worked with the Governor's office to ensure that our new board members were both representative of the industry as well as reflecting the diversity of the community we serve.

Workforce Tables

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		1	0	0.00%
Black/African American	1		2	20.00%
Hispanic			0	0.00%
Native Hawaiian/Other Pacific Islander			0	0.00%
Two Or More Races			0	0.00%
White	2	1	3	60.00%
Totals	3	2	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	2		1	
Percentage	66.7%		33.3%	
Totals	2		1	

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.
- Ongoing review of existing programs with an eye to adjusting, deleting and creating programs to best cater to the needs to the industry and community we serve.

2025-2027 Affirmative Action Goals

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.

In 2025-27 we would like to further explore more project specific grant making focusing our funding and efforts on helping filmmakers from under represented background to share their stories in short films and feature lengths films. That that end we are implementing a series of Impact Grants that will provide funding for short and long form projects that are utilizing Oregon locations and talent to create a diverse array of stories.

In addition, we are also focusing more time on the continued expansion of our Pathways Training and Placement Program. By working with our partners at Outside the Frame and Desert Island Studios we are identifying, trainman and placing people from under served communities into paid positions and through increased funding we hope to allow this successful program to serve more people.

Data and outcomes for the projects created and administered through the Creative Opportunity Program will be shared on OFVO's Open Data transparency site.

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.

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,



Tim Williams
Executive Director

