

69TH QUADRENNIAL CONVENTION



VIRTUALLY HELD JULY 27-29, 2021

# IATSE Diversity, Equity and Inclusion Committee

# Who We Are

Daniel Ambrose Local 39  
Sheridan Braxton Local 52  
Don'Shea Brown Local 748  
Toni Burns Local B-27  
Kimberly Butler-Gilkeson Local 764  
David Calhoun ATPAM  
Brittany Chapman Local 705  
Patrice Davidson USA 829  
DeJon Ellis, Jr. Local 80  
Carla Farmer Local 706  
Patrick Gapusan Local 115  
Jonquil Garrick-Reynolds Local 471  
Jessica Gavin Local 834  
Deirdra Govan Local 892 & USA 829  
Megan Green IA

Faye Harper Local 834  
Edward Hohman Local 487  
Nancy Luna Local 835  
Lorenzo Mack Local 322  
Donald Morgan Local 600  
Liz Pecos Local 480  
Bryant Preston Local 7  
Ken Rapier Local 110  
Jeremy Salter IA (CAN)  
Tui'ana Scanlan Local 665  
Robert Score Local One  
Derek St. Pierre Local 489  
Sioban Viopond Local 210

# Who We Are

## Executive Committee

### Co-Chairs

Kimberly Butler-Gilkeson  
Liz Pecos

### Secretary

Edward Hohman

### Members-at-Large

Tui'ana Scanlan  
DeJon Ellis, Jr.  
Jonquil Garrick- Reynolds  
Dierdre Govan  
Derek St. Pierre  
Jessica Gavin

# DEI Mission Statement:

*“The IATSE Diversity, Equity, & Inclusion Committee is dedicated to the advancement of each individual in IATSE. The Committee aspires to facilitate a cultural change that intentionally values a diversity of perspectives, backgrounds, and beliefs. By providing sustainable resources, guidance, initiatives, and policies IATSE will ensure that it is an organization in which all members and leaders, regardless of background or identity, are included and have equitable access to success.”*

# IATSE Equity Statement:

*“The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) acknowledges that while we all face barriers to our success, there are those among us who face barriers that are more substantial and entrenched than others. We call upon all to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality. A diverse organization cannot be established unless current systems of access are enhanced. We must build structures to create equitable access for all, and to truly celebrate diversity. This growth will ensure a stronger union, and together, we will rise!”*

# Diversity, Equity and Inclusion Committee Proposals



December 2020

# Learning & Development

- Outreach to underrepresented communities, schools, and individuals on pathways to membership in efforts to foster inclusivity and growth in IATSE membership
- Work with IA Training Department to develop/use existing programming in crafts & safety skills/basics for working in the industry and make accessible to underrepresented individuals working towards membership
- Districts establish relationships with a variety of community organizations/educators who conduct diversity/equity/anti-oppression/anti-racism/anti-sexism trainings and work with them to make those trainings available to local leaders and members
- Create a webpage at the International to be dedicated to all the DEI resources available to members (LinkedIn learning, etc.). This can be a one point stop for access into all platforms with recommendations and guidelines
- 'I am my siblings keeper' type of internal organizing tool/program for local union chapters to pair members with different lived experiences for mentorship, etc. (Train the trainer type program)

# Learning & Development (Continued)

- Create a new IATSE pamphlet that covers the history of the Union in the US and Canada. Topics to include:
  - How the union protects workers rights
  - The importance of diversity and inclusion across all trades
  - The intersectionality of the members
- Expand the current 'IATSE Roadshow' to highlight the stories of underrepresented members, and to celebrate the inclusivity goals agreed upon
- Create an American Sign Language, Spanish and French 'Dictionary' that has a glossary of commonly used words in stage, film and convention work. Translate IA documents i.e. the constitution and agreements into Spanish and French and ASL. Make available online.
- Develop training for members and individuals on pathways to membership on basics of union structure, purpose, and functionality



# Leadership Training

- *Bias in the Workplace*/Diversity workshop for all international officers and staff
  - The IATSE Officers Institute should offer classes on implicit bias, diversity and inclusion
  - Classes and workshops on these topics should be offered at all GEB meeting weeks, district conventions and at the quadrennial convention
- Training modules on the topics related to DEI for all members: Privilege, Implicit Bias, Microaggressions, Anti- Racism, Anti-sexism, Equity etc.
  - Utilise existing IA infrastructures to provide training
  - Establish a slide deck on DEI-related training for use by local leaders for training at their local
  - Use existing memberships and partnerships of IA Education and Training Department to curate/cultivate curriculum, network with facilitators and create DEI-centric training

# Leadership Training (Continued)

- Create a specific strategy to encourage broader participation in leadership roles at all levels from non-traditional candidates
  - Develop a course for BIPOC members to get more involved in the union and a path to leadership
  - Promote existing Officer Institute training to underrepresented leaders and work with IA Training Department to develop further leadership training; encourage underrepresented leaders to attend/participate in education that inform and enhance their abilities
  - Create a 'New Officer Packet' that can be specific to office/department/region
  - Outreach efforts to underrepresented members and individuals on pathways to membership (youth, students, transferrable skills workers) focused on encouraging participation in leadership opportunities and education/support for leadership development

# Who We Are - “Visibility Matters”

- Rewrite the IATSE Equality Statement to use more ‘inclusive,’ ‘equitable’ and updated language. IATSE declares itself to be an Anti-Racist organization committed to educating its leadership and locals on improving their operation.
- Develop a membership survey that allows us to capture broad demographic and identity-based membership data. To include:
  - Race, Sexual Orientation, Gender Identity, Age, etc.
  - A section to "write in" specific issues experienced by members
- Develop a ‘Leadership Survey’ to capture the demographic and identity-based membership data of all local, district and International leadership (to be pushed by IATSE International Leadership)
- Create a robust non-discrimination and anti-racist policy that is inclusive of penalties for violations (conduct-unbecoming tied to policy)
- Propose an amendment to the IATSE Constitution that the Alliance maintain a Diversity, Equity and Inclusion committee
- IATSE industry public relations and advertising campaign featuring BIPOC and LGBTQIA+ workers and leaders
- ‘Who We Are’ page on the IATSE International website to highlight the members of the DEI Executive Committee/Committee

# Who We Are (Continued)

- A digital photo album of retirees, senior members, award winners in different crafts, community activists, elected officials, and other notable members. Add small bios, and feature on the International IATSE's website, Facebook page, and other social media.
- A YouTube channel featuring a series of IATSE-branded simple educational videos on different topics in film and theatre, encompassing everything from laundry tips and tricks, to how a fly system operates, to how a boom operator works on set. Featuring IATSE members from different Locals, and with different skill sets. This could be a great opportunity to feature BIPOC and LGBTQ+ IATSE members
- 'Visibility Matters' campaign in partnership with IATSE Pride and Women's Committees to bring attention to the evolving membership demographics of IATSE
- A portion of the IA Bulletin celebrating BIPOC and LGBTQIA+ members in the community
- Create a DEI/IATSE logo

# Land Acknowledgements

**What are land acknowledgements**

**Why do they matter**

**How should I react/behave during a land acknowledgement**

**How to conduct/create a land acknowledgement**

# Land Acknowledgements

## **What are land acknowledgements**

Land acknowledgements are formal statements that recognize and pay respect to Indigenous Peoples as traditional stewards of the land and the enduring relationship that exists between Indigenous Peoples and their traditional territories. It is a very basic and fundamental step towards reconciliation for Indigenous people subjected to genocide, broken treaties, and displacement. They are a way to insert awareness of Indigenous presence and land rights in everyday life and to open up space for ongoing action and relationship with reverence and respect. They are often done at the beginning of ceremonies, lectures, meetings or events.

# Land Acknowledgements

## Why do they matter

Land acknowledgements are a necessary first step toward honoring the original occupants of a place. They also help people to recognize and respect Indigenous peoples' inherent beliefs and kinship when it comes to the land, especially because those beliefs have been restricted for so long.

They are a way to start a reconciliation discussion for injustices that have been carried out over centuries and generations against Indigenous communities such as broken treaties, displacement, ethnic cleansing, genocide, residential schools, targeted governmental testing, and continued attempts by government (federal, provincial and territorial) and religious groups to control and colonize Indigenous people.

# Land Acknowledgements

## **How should I react/behave during a land acknowledgement**

- Be mindful of the thoughts that go through your head
- Dig deep to look at how our personal biases might contribute to discrimination
- Be honest with yourself about your first reactions and the commentary that ensues when we hear a land acknowledgement with our peers
- Be respectful
- Ask questions



# Land Acknowledgements

## How to conduct a land acknowledgement

- Research and consultation - do you know the land you are acknowledging and why. Utilize resources.
- Approach drafting with with humility and as a learning opportunity, that knowledge and that learning process can be transmitted to others
- Consider how land acknowledgements are administered to reflect an inclusion of Indigenous worldviews, and challenging and rebalancing the whole idea that Indigenous people have been erased from the history of this land
- If possible, present in the languages representative of regions, wherein the words are embodied though an impactful, opening performance
- Do not create or perform a land acknowledgement purely out of obligation