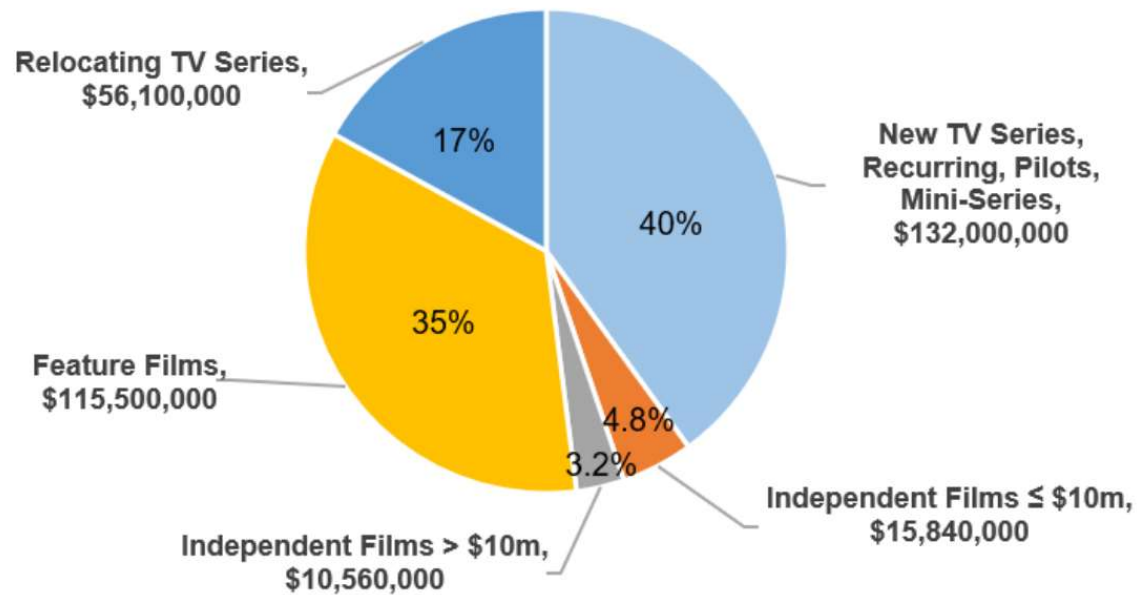


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## Funding Categories





## Program 3.0 Statistics





# Career Readiness Program

## Participation Options

- Paid Internship
- Faculty Externship
- Classroom Workshop or Panel
- Professional Skills Tour
- Financial Contribution





# Career Pathways Program





# Application Windows



## Program 3.0 – Fiscal Year 5

### TELEVISION PROJECTS

- ✓ June 2024
- ✓ September 2024
- **October 2024**
- March 2025

### FILMS – INDIES & NON-INDIES

- ✓ July 2024
- **November 2024 (Non-Indies)**
- January 2025





## **Diversity, Equity, Inclusion, and Accessibility**



*Everything, Everywhere, All At Once*



# DEIA TAX CREDIT SUCCESS ROADMAP

## PHASE I

## PHASE II



### 1X PER MONTH YEAR-ROUND

- OPEN TO ALL
- DEIA BEST PRACTICES + HOW TO WORKPLAN, INTERIM, FINAL ASSESSMENT GUIDANCE

### AT TIME OF APPLICATION

- STATE INTENTION TO OPT IN
- DESIGNATE CONTACT PERSON
- DEIA TEAM AVAILABLE FOR SUPPORT

### 3-DAY WINDOW

- READ & ACKNOWLEDGE CHECKLIST
- SUBMIT DEIA INITIATIVES
- DEIA TEAM AVAILABLE FOR SUPPORT

# DEIA TAX CREDIT SUCCESS ROADMAP

DEIA  
ORIENTATION

**W/IN 20 CALENDAR  
DAYS OF CAL**

- ★ • SUPPORT FOR ★  
WORKPLAN,  
INTERIM & FINAL  
ASSESSMENTS

DEIA  
WORKPLAN

**W/IN 30 CALENDAR DAYS  
OF CAL**

- FOCUS ON GOAL SETTING
- CAN RESUBMIT 1X
- 30 DAYS FOR RESUBMISSION
- DEIA TEAM AVAILABLE FOR  
★ SUPPORT ★

INTERIM  
ASSESSMENT

**BEFORE PRINCIPAL  
PHOTOGRAPHY**

- SHOW PROGRESS  
TOWARDS GOALS
- IDENTIFY EXAMPLES &  
BARRIERS
- ★ DEIA TEAM AVAILABLE ★  
FOR SUPPORT

FINAL  
ASSESSMENT

**W/IN 60 CALENDAR  
DAYS AFTER  
CREATION OF FINAL  
ELEMENT**

- PART 1:  
GOALS/GOOD-FAITH  
EFFORTS ASSESSMENT
- PART 2: DATA  
SUBMISSION
- ★ DEIA TEAM AVAILABLE ★  
FOR SUPPORT



## Diversity Checklist

### Inclusive Hiring

Inclusive hiring means minimizing bias during the hiring process, valuing diverse perspectives, and implementing an equitable recruiting process.

Efforts may include, but are not limited to:

- ✓ Conducting outreach to a wide range of candidates by, for example, utilizing DEIA and industry capacity building related staffing resources and lists, among other resources.
- ✓ Expanding access to employment through developing hiring criteria that demonstrate consideration for, but not limited to, the following:
  - graduates of pathway programs.
  - underrepresented individuals who lack established relationships in the motion picture production industry in California.
- ✓ Making interviews and casting sessions accessible to people with disabilities in alignment with applicable state law and the Americans with Disabilities Act of 1990 (ADA).
- ✓ Hiring hair and makeup crew members who are skilled in working with a variety of racial/ethnic hairstyles, textures, facial features and skin tones that reflect the cast members.
- ✓ Hiring a cinematographer and gaffer/chief lighting technician and key grips who are skilled in lighting for a variety of skin tones that reflect the cast members.
- ✓ Hiring a casting director skilled in casting underrepresented individuals in major and minor roles, as well as background, unless the storyline calls for casting of specific racial, ethnic, gender or other characteristics that would impede such casting.



## Diversity Checklist

### Equity Education

Equity Education means learning about the historical and contemporary experiences of underrepresented communities and people, existing civil rights and discrimination laws, and setting goals for ensuring DEIA for everyone on the production.

Efforts may include, but are not limited to:

- ✓ Setting Equity Education goals and providing training opportunities to address these goals.
- ✓ Building awareness of the production's commitment to DEIA with department heads.
- ✓ Acknowledging what the production hopes to gain from learning about the historical and contemporary experiences of underrepresented communities and people specific to the project.
- ✓ Recognizing the people and communities, including but not limited to California tribal nations, Native communities, and Indigenous peoples, living or located in the geographical area where principal photography is conducted.
- ✓ Sharing a Land Acknowledgement at any point during production.
- ✓ Given that underrepresented communities are disproportionately affected by environmental impacts, building awareness of sustainability efforts during production.



## Diversity Checklist

### Industry Capacity Building

Industry Capacity Building means helping to increase an inclusive and qualified workforce and qualified vendor and supplier base in all areas that contribute to motion picture production in California.

Efforts may include, but are not limited to:

- ✓ Helping to increase an inclusive and qualified workforce and qualified vendor and supplier base, including but not limited to the use of apprenticeships, internships, mentoring, and traineeships.
- ✓ Enabling everyone on the production to understand its anti-discrimination and anti-harassment policies and the process for reporting such experiences as well as the steps to be taken once such a report is received.
- ✓ Offering gender-neutral bathrooms on set and in administrative production spaces throughout the production.
- ✓ Ensuring an accessible production in alignment with applicable state law and the ADA.



## Diversity Checklist

### **Supplier Diversity**

Supplier Diversity means contracting with qualified vendors, including but not limited to catering companies, accounting firms, equipment rentals, and postproduction houses, owned and operated by individuals from socially and economically underrepresented groups to support production.

Efforts may include, but are not limited to:

- ✓ Conducting outreach to diverse suppliers utilizing resources and lists to identify available suppliers.
- ✓ Contracting with diverse suppliers including, if applicable, suppliers reflective of the people and communities specific to the project.

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