

## On Screen Report 2023

# CALLS TO ACTION

## KEY TAKEAWAYS

1

Focus on equity within parity. Analyzing “parity” on its own tells a misleading story.

2

Aggregated statistics obscure structural inequalities and mask systemic racism, helping to preserve the status quo.

3

Current interventions are not producing real change.

## CALLS TO ACTION: *IN BRIEF*

1

Commit to equity within parity, holding organizations accountable to equity as a practice, not an achievement

2

Ensure equity efforts are focused, intentional, and thorough

3

Focus on structural interventions to support Indigenous women and gender diverse creatives

4

Create pathways to accelerate Black women and Black gender diverse creatives and to dismantle anti-Black racism

5

Explore and acknowledge the complexity and diversity of experiences within the umbrella of Women of Colour and gender diverse People of Colour

6

Audit data/measurement practices and motives

7

Create a funding system map and use it to evaluate progress

8

Implement sector-level interventions that make structural changes permanent and unavoidable

# CALLS TO ACTION: *IN DETAIL*

## 1 Commit to equity within parity

### IDEAS FOR ACTION:

Evaluate diversity, equity, inclusion and accessibility strategies. Assess the priorities, orientations, assumptions, and impacts of the sector’s DEI&A efforts to understand their effects, and to drive accountability for real, sustainable change.

Identify ways to evaluate change in both the short and long term that can be applied to all DEI&A commitments.

Link follow-through on equity commitments to funding and other opportunities. (Require organizations to demonstrate measurable, sustainable year-over-year progress against their equity commitments, as part of funding applications.)

Look for regressions, (not just progress), when evaluating long term stakeholder commitments.

Consider the intersectionality of progress toward equity within an organization (e.g., is equity consistently practiced in some areas but not others? Are women and gender diverse people represented in some roles, or at some levels, but not others?).

Convene a Gender Diversity Roundtable (like CMF’s Equity and Inclusion in Data Collection (EIDC) Roundtable) to bring together diverse community organizations (including but not limited to those advocating for women, non-binary people, transwomen, transmen, agender and gender fluid people, older people and people with disabilities) to discuss better terminology, equitable language, ethical data collection and management practices that align on a more inclusive conception of gender parity, and equity.

Ensure actions taken to achieve equity continue to expand an intersectional approach taking a wider range of identities into account (eg. Disability, age)

## 2 Focus on structural interventions to support Indigenous women and gender diverse creatives

### IDEAS FOR ACTION:

Work with and fund Indigenous-led organizations to identify persistent, structural and systemic barriers that limit Indigenous women and Indigenous gender diverse creatives within the industry, placing the onus of this work on sector gatekeepers, not on the shoulders of those affected.

## 3 Create pathways to accelerate Black women and Black gender diverse creatives and dismantle anti-Black racism

### IDEAS FOR ACTION:

Work with and fund Black-led organizations to audit sector practices (e.g. decision-making processes, funding applications, project selection practices, career staging) and identify system-level interventions that address barriers for Black women and Black gender diverse creatives, without placing the onus of this work on Black women and Black gender diverse people.

Accelerate the movement of Black professionals into decision-making roles to support change from the inside.

Mandate education and training on anti-Black racism for sector gatekeeping organizations as part of awards/funding/credits.

Track changes employers make towards addressing anti-Black racism.

## 4 Explore and differentiate the experiences of Women of Colour and gender diverse People of Colour

### IDEAS FOR ACTION:

Examine and address the ways the broad category of “People of Colour” masks the experiences of creatives of different ethnic, gender, and other identities.

Commit to research (e.g. community consultations, collaboration with equity groups led by People of Colour, etc.) that acknowledges the complexity and diversity within the umbrella of Women of Colour and gender diverse People of Colour.

## 5 Audit data/measurement practices and motives

### IDEAS FOR ACTION:

Work with equity groups/organizations to design ethical, equitable data collection and identity database maintenance methodologies and supporting practices.

Place the responsibility on sector gatekeepers to engage in continuous learning, anti-racism and anti-oppression work, and to acknowledge power dynamics that can put equity organizations at risk during these collaborations.

Mandate equitable data collection training.

Make annual reports (including de-personalized data) of all funding agencies and organizations publicly available.

Establish commitments about the use and maintenance of self-identification data (e.g., Persona-ID information), including making personal data accessible to be changed/updated.

## 6 Create a funding system map & use it to evaluate progress

### IDEAS FOR ACTION:

Create a funding system map that tracks funding access, its relationship to other variables (e.g., industry talent development programs), and the location of responsibility/power (e.g., Where do creatives have agency? Where is power held by the funder? Where is the system driving the outcomes?).

## 7 Assume that the way the sector is structured and operates must change

### IDEAS FOR ACTION:

Interrogate the composition and functioning of gatekeeping organizations to identify and dismantle assumptions that maintain the status quo.

Make changes to existing organizational structures, particularly senior/decision-making roles now, rather than waiting for ‘natural’ vacancies. Set women and gender diverse Indigenous, Black, People of Colour, disabled and older creatives up for success in these roles by providing support and development experiences that have been blocked by structural inequalities. Look to equity organizations to understand what these supports and experiences should look like.

## 8 Implement sector-level interventions that make structural changes permanent, and unavoidable

### IDEAS FOR ACTION:

Fund and collaborate on experimental interventions (informed by research) with the expectation of learning and iterating upon early efforts.

Avoid binary assessments of interventions (e.g., worked / did not work) to determine future funding.

Implement federally-mandated practices, policy changes, and regulations that make long-term change inevitable.