



## California Film and Television Tax Credit Program 3.0

### Summary of Diversity Initiatives

Production Entity	Diversity Statement	Directing Initiatives	Writing Initiatives	Casting Initiatives	Production Initiatives
Alloy Entertainment	In addition to our commitment to hiring women in both key and support positions, we will also make sure that we are interviewing and hiring a diverse and inclusive crop of candidates as we staff this film. In addition, we plan on not only crewing up with a diverse and inclusive team on the creative and production side, but we also plan on following suit in our casting.				
Amazon	Building an inclusive culture: Mentorships Leadership Workshops AmazeCom - an internal conference highlighting the benefits of diversity since 2015 CORE - internal conference exploring how race impacts our daily lives.				
Amazon	Amazon Studios has entered into a number of partnerships aimed at increasing diversity in front of and behind the camera. Partnered with Howard University to create the Howard Entertainment Program to build the pipeline of entertainment executives and leaders.				The Diversity Equity and Inclusion department aims to increase diverse representation among writers, directors, showrunners, and cast.
Barry Linen	Guided by a mandate to increase employment opportunities for under-represented groups, our production seeks to achieve fair and equitable representation that reflects the population. Equal opportunity will extend to all aspects of the employment relationship, including hiring, working conditions, compensation, benefits and any other terms and conditions of				

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Deadly Instinct	As an Independent production company, we are committed to adhering to and following the inclusion standards set forth by the Academy of Motion Picture Arts and Sciences, for Oscar consideration.			Lead or supporting cast roles with presentation from underrepresented groups (e.g. Women, Asian, Hispanic, African American, Indigenous, Middle Eastern, Hawaiian/Pacific Islander, or others), 30% of our cast in secondary and minor roles from underrepresented groups.	Creative Leadership and department heads will be staffed with people from at least two (but not limited to) underrepresented groups, and no less than 30% of our crew will be from underrepresented groups as well.
Dease	Company agrees to use good faith efforts to interview and hire applicants that fall within diversity categories of women, people of color, disabled, LGBTQ.				
Disney	At Disney we have the opportunity and the responsibility to create authentic, unforgettable stories, experiences and products that capture the imagination of generations of people around the world. We are committed to doing that in a way that counts everybody in.	In 2019, the Walt Disney Studios and Disney+ launched the Disney Launchpad: Shorts Incubator as a competitive, annual opportunity for up to six directors from underrepresented backgrounds to create an original, live-action short for proposed initial exhibition on Disney+. Directors are mentored by creative executives across the company and trained on the studio system model to prepare them for future career opportunities.	For over 30 years, the Walt Disney Television Writing Program has been lauded as one of the most successful writer programs in the entertainment industry. The one-year program is the only program of its kind designed under terms approved by the Writers Guild of America, West		
FX/ Disney	Snowfall and the late John Singleton have been committed to diversity since the outset of the show. They have also partnered with Walt Disney Television PA Program.				Walt Disney Television PA Program
Disney Fox and its subsidiaries	Stories are better when the storytellers represent the vast experiences of the people who will hear them. At Disney we have the opportunity and the responsibility to create authentic, unforgettable stories, experiences and products that capture the imagination of generations of people around the world. We are committed to doing that in a way that counts everybody in.	In 2019, the Walt Disney Studios and Disney+ launched the Disney Launchpad: Shorts Incubator as a competitive, annual opportunity for up to six directors from underrepresented backgrounds to create an original, live-action short for proposed initial exhibition on Disney+. Directors are mentored by creative executives across the company and trained on the studio system model to prepare them for future career opportunities.	For over 30 years, the Walt Disney Television Writing Program has been lauded as one of the most successful writer programs in the entertainment industry. The one-year program is the only program of its kind designed under terms approved by the Writers Guild of America, West		Walt Disney Television PA Program

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Disney/ Fox	<p>The Walt Disney Television Human Resources Team works to ensure that every employee is celebrated, supported and can thrive as their authentic self while helping Walt Disney Television grow, innovate, and create the best stories relevant to a diverse audience.</p>			<p>Three teams specifically work with all WDT cast members and affiliated productions to advance inclusion in hiring, content and culture</p>	<p>Executive Incubator Program. In order to continue to expand our diverse talent workforce and better reflect the audiences we serve, Walt Disney Television launched the Executive Incubator Program in 2019. This program is designed to create opportunities for individuals with diverse and varied perspectives across all dimensions of identity aspiring to hold executive roles.</p>
FilmNation Features	<p>In 2018, FilmNation Features started a program that it calls the "Panorama Project" which it strives to implement on each of its productions. The Panorama Project has two components. The second component requires FilmNation to provide under-served individuals the opportunity to shadow any amenable key crew working on FilmNation productions. The individuals are sourced through the organizations mentioned above, as well as divisions of certain guilds.</p>		<p>In addition, in 2020 FilmNation Feature's parent company FilmNation Entertainment partnered with the WGA to create a program titled "The New York Screenwriter's Workshop" which was designed to assist and develop under-represented screenwriters in New York.</p>		<p>The first component calls for each FilmNation production to hire a 4th PA from a talent pool provided by an organization that assists under-represented individuals in obtaining access to the entertainment industry, such as Reel Works in NY or Hollywood CPR or Streetlights in Los Angeles.</p>
Imagine	<p>Imagine seeks out partnerships and resources specifically dedicated to DEI efforts, initiatives and outreach. Employment opportunities are posted across a number of different outlets to attract and recruit a variety of applicants from diverse backgrounds. Our commitment is also seen in many of our productions, which employ very diverse staff both above and below line.</p>				<p>Examples of internal initiatives and partnerships include, an internal summer internship program for which Imagine partnered directly with the "I Have a Dream" Foundation, an organization whose mission is to empower students from under-served communities by providing academic, social and emotional support from early childhood education all the way through early career stages.</p>

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Imani Media Group	<p>Our commitment to diversity is a main component of our corporate culture. While we do not have a specific program for diversity (mostly because we do not need one to be diverse) we strive to find diverse filmmakers, especially in the crew positions that traditionally were difficult for minorities and women to gain a foothold or be given an opportunity like directing, writing, producing, executive producing, accounting, lead talent, cinematography etc....and also within our corporate structure. We have more minority females in the positions of development, executive producing and operations than we do men.</p>				<p>We have yet to release a film that did not meet the SAG requirements for their diversity initiative. This is something we are proud of and will continue to do so as much as each film allows. We celebrate our diversity as it makes us a better company.</p>
Moving On Productions	<p>As an Independent production company, we are committed to adhering to and following the inclusion standards set forth by the Academy of Motion Picture Arts and Sciences, for Oscar consideration.</p>			<p>We are working on continuing that authenticity, by casting lead or supporting roles with representation from underrepresented groups (e.g, Elderly, Women, Asian, Hispanic, African American, Indigenous, Middle Eastern, Hawaiian/Pacific Islander, LGBTQI, or others), and much of our cast in secondary and minor roles from underrepresented</p>	<p>Creative Leadership and department heads and crew will be staffed with people from (but not limited to) underrepresented groups as best as possible.</p>
Seedless	<p>We are committed to adhering to and following the inclusion standards set forth by the Academy of Motion Picture Arts and Sciences, for Oscar consideration.</p>			<p>Lead or supporting cast roles with representation from underrepresented groups (e.g, Women, Asian, Hispanic, African American, Indigenous, Middle Eastern, Hawaiian/Pacific Islander, or others),30% of our cast in secondary and minor roles from underrepresented groups.</p>	<p>Creative Leadership and department heads will be staffed with people from at least two (but not limited to) underrepresented groups, and no less than 30% of our crew will be from underrepresented groups as well.</p>
Sight Unseen Pictures	<p>We are committed to inclusion in front of and behind the camera, at every level. The issue of representation is even critical to the DNA and subject matter of this film.</p>				

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Netflix	Inclusion, Outreach and Networking program. Using the pandemic downtime to create Virtual Connections to build relationships between Under-represented department heads, line producers and Network Executives. Inclusion Freelance Database to be used by Netflix as a tool for future hiring.			Over the course of the film, our main character, a Black man, played by Stephan James, learns to stand up for himself and take up space after realizing he's deserving of a love story of his own. Simultaneously, our female, Asian-American lead undergoes a parallel trajectory, learning she can be more than a supportive girlfriend and side character in a way that is comedic, entertaining, and organic to the film's plot without ever feeling didactic.	In order to find the best possible women and people of color for all crew positions in production and post, we plan to use resources like Ava DuVernay's ARRAY Crew, Alma Har'el's Free the Work, ReFrame, and NALIP. These databases are free to use and open to everyone to make it easier to find qualified women and people of color for crew positions at every level. When interviewing department heads, we look for leaders who agree to select their teams with diversity and inclusion in mind. We also look for PAs and interns who will increase representation on set, by reaching to schools in the Los Angeles area who are diverse in their enrollment.
New Regency	The Company desires to see diversity improved among above and below the line personnel within the entertainment industry and agrees to take affirmative measures to ensure a diverse applicant pool			Identify supporting roles to be cast with Under-represented individuals	Ensure that Under-represented individuals are considered for all Key Creative positions on the crew
Sony	Sony promotes diversity across the Sony Group as a key management strategy by ensuring an inclusive work environment and by recruiting, hiring, training, and promoting employees from diverse backgrounds.	Diverse Directors Program			Suppliers Diversity Program Employee Business Resource Group
NBC/ Universal	NBC Entertainment is committed to talent development and inclusion to discover the next generation of emerging voices, storytellers and content creators	Emerging Director Program Female Forward Alternative Director Program	Diverse Staff Writer Initiative Writers on the Verge Late Night Writers Workshop	Standup NBC Executive Casting Assistant Initiative Diverse Casting Assistant Initiative	Production Assistant Program Production Office Coordinator Program
Universal	Global Talent Development and Inclusion program to ensure that Universal's content, creative talent and workforce represents the global community. Universal is committed to increasing the representation of women and minorities.	Universal Directors Initiative	Universal Writers program Universal Animation Writers program		Universal Composers Initiative & Targeting women and minority hiring at all levels of crew; Identify department(s) in demand of critical growth and consider career advancement opportunities for experienced crew candidates
Viacom CBS/ CBS Television	ViacomCBS Programs actively promoting diversity include the following:	ViacomCBS Directing Initiative Viewfinder: ViacomCBS Emerging Directive Initiative	Nickelodeon Writing Program ViacomCBS Writing Mentoring Program	ViacomCBS Showcase ViacomCBS On Tour	Nickelodeon Artist Program

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Warner Media Warner Television Horizon Warner Brothers Studio	Greater diversity in content by focusing on four areas: On-screen Representation, Cultivating Storytellers, Growing the Production Pipeline, Impacting Audiences		Cultivating Storytellers through writers' and directors' workshops	On-screen Representation	Growing the production pipeline through Access to Action program and Hollywood CPR
HBO Turner Entertainment Warner Brothers	Warner Media supports greater diversity in content by focusing on four areas: On-screen Representation, Cultivating Storytellers, Growing the Production Pipeline, Impacting Audiences	Directors' Workshops - provide opportunities for new diverse and innovative talent	Writers' Workshops - provide opportunities for new diverse and innovative talent	Actively encourage content creators to seek out candidates from underrepresented groups	Production Assistant internships Access to Action Program 18-month Vocational Training Program