

ARTICLE 28. DIVERSITY, EQUITY AND INCLUSION

A. **Statement of Commitment.** Acknowledging the critical importance of diversity, equity and inclusion in the entertainment industry, Employers and the Union mutually reaffirm their commitment to make good faith efforts to increase employment opportunities for individuals from “underrepresented populations” in order to foster a more inclusive and diverse workforce in the motion picture industry. Historically, “underrepresented populations” have traditionally been defined as women, racial and ethnic minority, LGBTQIA, persons with a disability and other protected categories; however, underrepresented classifications may vary per craft.

In furtherance of this commitment, Employers, in partnership with the Union, seek to create one or more diversity, equity and inclusion initiatives that are designed to enhance employment opportunities, as well as equip participants with the requisite knowledge, skills and credentials to work successfully in the classifications covered by this Agreement.

B. **Self-Identification Data.** During the 2021 negotiations, the parties discussed the efforts that have been made by the Employers and Local USA 829 to obtain information about the personal characteristics of their employees and the membership through voluntary self-identification. The parties recognize that obtaining such information is useful in expanding access to employment opportunities for underrepresented groups and for tracking the success of their efforts to diversify the workforce. To that end, Local USA 829 agrees to encourage its members to voluntarily self-identify when requested to do so by the Local or an Employer, including when members are completing new membership paperwork for the Local or start paperwork for an Employer. To the extent that a party has aggregated diversity statistics concerning Local USA 829-covered employees, that party agrees to share the information with the other party upon request, but no more frequently than twice per year.

C. **Training Program Opportunities and Joint Mentorship Program.** In connection with the parties’ commitment to diversity, equity and inclusion as set forth in this Article 28, the parties agree to form a “DEI” committee, consisting of representatives of Local USA 829 and Employer representatives, to meet during the term of the

Agreement. The DEI committee will discuss the development of program(s) for on-the-job training within the motion picture industry in the various job classifications covered by this Agreement, with the goal of enhancing employment for individuals who are underrepresented in this industry. The Union also agrees to have those discussions on an individual Employer basis.

The types of training programs established may vary depending on the experience of the candidates and the requirements of the classification for which the training is provided. The training programs may include the performance of the duties of the classification for which the individual is being trained, provided that the following occurs: (1) the Department Head consents to the placement of the trainee in the department; (2) the trainee completes the safety training required to perform the duties assigned as part of the training; and (3) the trainee is an additional hire to an otherwise fully staffed department.

Through the DEI committee, or on an individual Employer basis, the parties also agree to create a joint mentorship program to foster connections between mentors and individuals from underrepresented groups or under-served communities currently working in or entering the industry workforce through the programs described in this provision with the goal of expanding access to those individuals' opportunities for employment in the industry. In addition, the parties agree to discuss participation in already existing mentorship programs that encourage individuals from underrepresented groups to seek careers in the classifications covered by this Agreement.