

IATSE Local 891

Equity, Diversity, Inclusion Frequently Asked Questions



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891

Equity, Diversity and Inclusion Frequently Asked Questions

1. What is EDI?

An abbreviation for equity, diversity and inclusion. Equity refers to the fair and respectful treatment of all people while recognizing people are not the same, and each person's unique circumstances require different approaches. Diversity means that we recognize and respect everyone's unique qualities and attributes. Inclusion means that all individuals feel respected, accepted and valued.

2. What do diversity and inclusion have to do with our work and industry?

Diverse workforces have many advantages including greater creativity, stronger governance, and better problem-solving abilities. Employees with diverse backgrounds create organizations that outperform those that do not invest in diversity and inclusion. Each person's unique expertise and approach to the same job makes for a better overall team. It also provides more inclusive levels of service and allows us opportunities to tackle challenges, develop solutions, and offer unique insights.

Compared to BC's statistics, our current workforce is drawn primarily from members of white European communities. The lack of intersectional forms of diversity needs to be where we're at a competitive disadvantage compared to other jurisdictions that have better representation. We also must look at any and all prohibitive systems in place that may be contributing to barriers faced by Indigenous and racialized people when breaking into our industry. Inclusion in this equation is key. No matter how much diversity is within any organization, without inclusion, it will not be a successful or positive experience for those seeking equity in the workforce.

3. I am a member of one or more underrepresented groups; how will the union's EDI efforts affect me?

We intend to work within our own union and with all industry stakeholders to breakdown barriers faced by members of Black, Indigenous, and racialized communities (BIPOC) and other equity seeking groups when they seek opportunities to become members. In addition, we are exploring different possibilities to create workplace cultural shifts for existing and future members, so we cultivate more inclusive and fairer environments.

4. Will union and employer EDI initiatives mean people who aren't members of underrepresented groups get less work?

No. Our system of dispatch will not change. Our EDI initiatives are intended to address historical and contemporary barriers to employment opportunities, and be responsive to client needs which include:

- Addressing systemic discrimination and biases in recruitment, hiring, retention, promotion, and succession planning within the industry. This action is essential as we are expecting to grow, and we have to secure new members to keep up with growing industry demand;
- Continuing to build our reputation as a top union with exemplary technicians in a highly-competitive labour market (Refer to B.C. Motion Picture Industry Below-the-Line Labour Market Study 2019 report);
- Offering culturally responsive services to clients with diverse service needs;

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- Fulfilling our responsibilities under section 14 of the British Columbia Human Rights Code that “everyone has the right to be free from discrimination based on protected characteristics regarding membership in a trade union, employers’ organization or occupational association. This means that unions and associations have a duty not to discriminate regarding membership.”(Refer to BCHRC and <http://www.bchrt.bc.ca/human-rights-duties/employment/unions.htm>);
- Recognizing workers and our members from diverse BIPOC and underrepresented communities are experienced, trained and knowledgeable industry professionals; and
- Implementing systemic and institutional changes to reflect the 21st century industry workforce, and to strengthen the sustainability of the work we attract here, and to the achievement of our mission.

5. How can I contribute to and have a positive impact on the Union's mission to be more inclusive, embrace diversity and strengthen its equity approaches?

- Actively participate in EDI initiatives and share your expertise and experiences.
- Participate in ongoing EDI learning and professional development opportunities offered by the union.
- Deepen your understanding about the interconnections between systemic forms of racism, exclusion, discrimination, bias, stereotypes, prejudice, and skills needed to build inclusive workplaces within our industry.
- Increase your awareness of your interactions with people and reflect on your thoughts, beliefs, and how they inform your actions.
- Integrate a self-reflection practice in which you focus on your own beliefs, judgements, background, experiences, and take time to identify your own biases and address them, especially as they impact your professional work.
- Understand that union members have responsibilities under section 14 of the British Columbia Human Rights Code.
- Integrate a working knowledge of our policies on equity, diversity and inclusion and workplace bullying/harassment.
- Get involved in projects centered on Equity, Diversity & Inclusion efforts.

6. What is the difference between Equality & Equity?

Equity means providing everyone what they need to be successful. Equality means treating everyone the same. Equity and equality are two strategies we can use in an effort to produce fairness.

7. What types of EDI initiatives are in motion, and being planned, by the union?

Currently, we are working on implementing some of the human rights motions passed at our General Membership meeting in July. To assist us in developing some of our EDI work, we have engaged EDI Consultant Tomee Sojourner-Campbell, who specializes in union environments and anti-racism / anti-oppression strategies. We are working on short-term and long-term strategies for our entire organization and membership.

Additionally, our EDI work includes:

- Working with Creative BC on their ‘Creative Pathways’ project;
- Participating on the MPPIA Equity and Inclusion Committee; and
- Exploring further education for members on hiring practices, unconscious bias, anti-Black and anti-Indigenous racism training along with developing our own EDI training program that will be mandatory for all members.