

The mission of the IATSE Diversity Committee remains focused on fostering diversity and inclusion within the entertainment industry, with the goal of creating more work opportunities for underrepresented groups in 2024. The committee continues to advocate for greater diversity in hiring practices, workplace policies, and representation in the industry to address systemic barriers and biases.

In 2024, the IATSE Diversity Committee's initiatives are amplified to drive a more significant impact in creating work opportunities for individuals from underrepresented groups. Key focuses of the international include:

1. **Partnership with Industry Stakeholders:** The committee strengthens collaborations with industry stakeholders, production companies, studios, and streaming platforms to advocate for diverse hiring practices. By working closely with these partners, the committee aims to influence industry norms and policies to be more inclusive and equitable in recruitment and employment practices.
2. **Professional Development Programs:** The committee expands its professional development programs to provide resources, training, and support for members from underrepresented groups. These programs may include skill-building workshops, leadership training, and mentorship opportunities to empower individuals to excel in their careers and access more work opportunities within the industry.
3. **Advocacy for Representation:** In 2024, the committee continues its advocacy efforts to promote representation of underrepresented groups both on screen and behind the scenes. This includes pushing for diverse casting, storytelling that reflects the diversity of society, and increasing diversity in key decision-making positions within the industry to ensure that voices of marginalized communities are heard and valued.
4. **Research and Data Analysis:** The committee invests in research and data analysis to identify gaps and opportunities for improving diversity and inclusion in the industry. By gathering insights on hiring trends, representation statistics, and workplace dynamics, the committee can tailor its strategies and initiatives to address specific challenges and drive meaningful change in creating more work opportunities for underrepresented groups.

In Hawaii, as the state with the most diverse workforce in the nation, promoting diversity is a top priority for Local 665. Remote department heads play a crucial role in hiring diverse local talent, and offering upskilling training can elevate the qualifications of Hawaii residents for higher positions. Recognizing the significance of geographical awareness seems like one important element of driving diversity initiatives forward. This aligns with the advocacy efforts of Local 665 IATSE, underscoring the importance of pairing every remote hire in Hawaii with at least one local hire. Notably, our efforts have been successful, with over 80% of television series crews comprising resident workers. It is imperative that we maintain a steady commitment to sharing our narrative and advocating for the inclusion of diverse local residents to successfully reach our objectives.

In 2024, the mission of the IATSE Diversity Committee is integral to advancing diversity and inclusion in the entertainment industry and creating more work opportunities for individuals from underrepresented backgrounds. By advocating for diverse hiring practices, providing resources for professional development, promoting representation, and leveraging research and data analysis, the committee plays a crucial role in shaping a more inclusive and equitable industry landscape where all workers have equal access to opportunities for growth and success.

In solidarity, Lukas

