



AUSTIN
FILM
SOCIETY



AUSTIN
PUBLIC

AUSTIN
STUDIOS

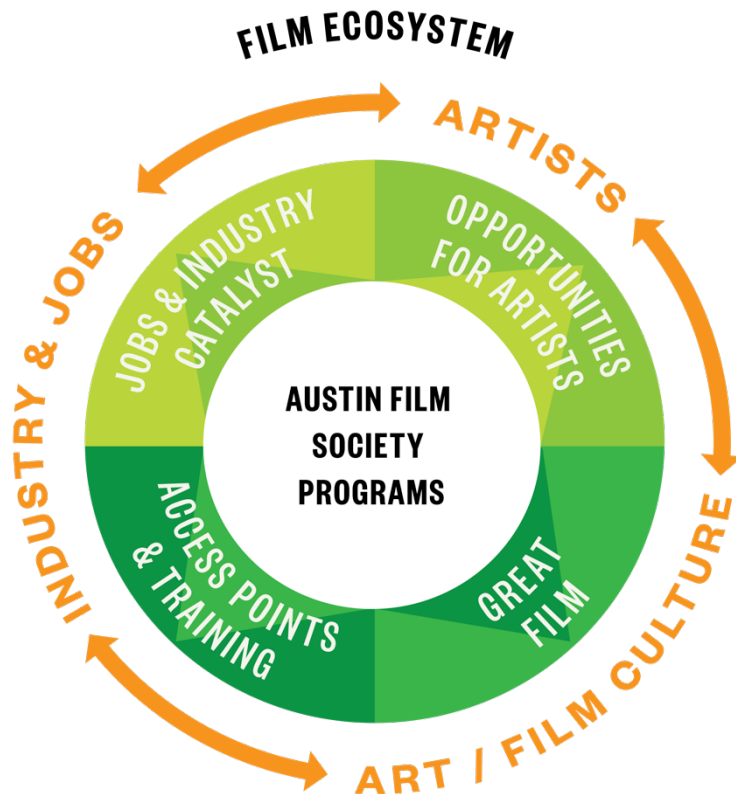
OUR DEI JOURNEY

MISSION



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The Austin Film Society
empowers our community
to make, watch, and love film and
creative media.



DEI IN HOLLYWOOD



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GENDER & UNDERREPRESENTED STATUS OF FILM DIRECTORS

Percentage and number of directors by gender and underrepresented status across 1,300 films from 2007 to 2019

INDICATOR	WHITE MALES	WHITE FEMALES	UR MALES	UR FEMALES
TOTAL %	82.5%	3.9%	12.6%	<1%
TOTAL #	1,195	57	183	13
U.S. POPULATION	30%	30%	20%	20%

GREAT FILM – AFS CINEMA



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AUSTIN PUBLIC: A HOME FOR MEDIAMAKERS



Austin Public is a non-exclusive and content-neutral media studio that offers low- and no-cost training, equipment, facilities, and content distribution services to all Austinites.

PROGRAM EXPANSION: WORKFORCE DEVELOPMENT



Workforce Development Program

- Participants from underrepresented communities
- Paid Internship for 8 months
- Training in Digital Media Production
- Develop job skills
- Job referral and placement
- Workforce Program Manager

AUSTIN STUDIOS: JOBS / INDUSTRY CATALYST



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WORKFORCE DEVELOPMENT & AUSTIN STUDIOS



The short and long-term productions based at Austin Studios, like the CW's *Walker*, provide robust opportunities for graduates of AFS's workforce development program and creatives seeking jobs in the film/TV/media sector.

AFS GRANT & FILMMAKER SUPPORT



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\$2 million in grants since 1996

Supports artists traditionally underrepresented in the film industry and who are working outside of large industry centers.

AFS intends for the Grant program to actively work against the structural racism and sexism in the screen industries.

2021 AFS GRANT RECIPIENTS



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In FY 2022, AFS has so far made grants to 10 feature-length film projects by 14 directors.

85% of recipients identify with a community of color, and **86%** are female-identifying.

CITY OF AUSTIN VISION STATEMENT



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Austin is a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated; where community needs and values are recognized; where leadership comes from its community members; and where the necessities of life are affordable and accessible to all.

TIMELINE



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	2019	2020	2021				2022			
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1
Training	Beyond Diversity / Leadership Austin				Staff Training with Tara Cooper	Board Training with Tara Cooper	Listening to Understand with Tara Cooper	Monthly Meetings with Leadership Team and Tara Cooper begin		
Planning / Visioning		Draft Program Plan Completed			Strategic Planning begins				Strategic Plan presented to full AFS Board	Strategic Plan adopted by full AFS Board (expected)
Engaging / Implementing			DEI Steering Committee formed; Tara Cooper engaged	Equity Audit: Listening Sessions	Equity Audit Complete		Results of Listening Sessions shared with Leadership Team	DEI Marketing Consultation with Leslie Wingo and Alexis Rossi begins		



THANK YOU



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“The work of anti-racism is becoming a better human to other humans”
– Austin Channing Brown – June 22, 2020