A Framework for the Sector

Individual and organizational equitable commitments are essential, but transforming the creative sector requires something more: collaborative partnerships and coordinated action across institutions. No single organization can drive the change the sector needs alone.

The work at this level is to challenge assumptions, share knowledge, and catalyze systemic change that is greater than the sum of its parts. The resources below have been gathered to support that collective effort, spanning research, tools, frameworks, and initiatives relevant to arts and culture organizations at every stage of their JEDDI journey.

Resources are organized by geography, recognizing that JEDDI work is shaped by local context, history, and community. What is needed in British Columbia may differ from national priorities in Canada, which in turn differs from international frameworks and movements. At the same time, the challenges facing the creative sector, underrepresentation, inequitable access, colonial legacies in institutional practice, and barriers to full participation, are shared across borders.

We encourage you to explore resources across all three sections.

Local

Local resources offer grounded, community-specific guidance.

National

National resources reflect the broader Canadian policy and funding landscape.

International

International resources bring global perspective, comparative frameworks, and connections to movements driving change in creative sectors around the world.

A Framework for the Sector

British Columbia Resources

British Columbia Motion Picture Industry Below-the-Line Labour Market Study, 2019

The industry conducted a labour market study that discovered 14% lower workforce participation by women and racialized people in the industry's workforce. Among the recommendations of the study, were to diversify the workforce deliberately.

Acting on recommendations from this labour market study, Creative BC, Screen BC and B.C.'s motion picture industry developed a strategy to deliberately increase workforce capacity through greater diversity and representation across the industry: Above-the-Line, Below-the-Line, and in Animation, VFX and Post Production.

Internal work for associations, unions and guilds includes ongoing partnership, workforce measurement, and building cultural competency within the organizations and workforce themselves. View the Labour Market Study.

Creative Pathways™

This major initiative, funded through the Canada-B.C. Labour Market Development Agreement and Warner Bros. Discovery Access Canada, delivers information to all British Columbians with distinctive equity-focused pathways. Visit the Creative Pathways™ website. Access information on Equity-related topics published on the Creative Pathways website.

CMPA, CANADA MEDIA FUND, TELEFILM CANADA

Safe Workplaces Module

The goal of the Safe Workplaces training module is to provide individuals working in Canada's screen-based production sector with a collective understanding of the basic tenets of a safe and respectful workplace, and set expectations of behaviour. 25 minute video. Visit the Safe Workplaces module.

Creative BC

Creative BC's granting programs are supporting equity in 10 ways. Overall, the organization is committed to serve the creative industries with JEDDI values (Justice, Equity, Decolonization, Diversity and Inclusion).

Learn more about the actions and approaches at Creative BC here.

ACTSAFE SAFETY ASSOCIATION

Anti-Bullying and Harassment

Define bullying and harassment; Respond to incidents of bullying and harassment; Describe procedures for employers and workers; Locate anti-bullying and harassment resources. One-hour module. View the course here.

IATSE LOCAL 891

Reconciliation, Equity, Diversity and Inclusion

Find all of the reports, action plans and resources here REDI – IATSE User ID. If you do not have your user ID, please contact Dispatch at 604-664-8916 or Reception at 604-664-8910 and they will provide it.

UBCP/ACTRA

Measuring the Workforce

A look at the members of this B.C.-based guild of performers. View the report here.

Canada-wide and Global Resources

Black Screen Office

The Black Screen Office works to make Canada's screen industries equitable and free of anti-Black racism. It collaborates with decision-makers to develop tools and strategies for system-level accountability, and supports Black Canadian screen industry professionals in building sustainable careers and telling their stories. Visit the Black Screen Office here.

HireBIPOC

HireBIPOC is a national directory requiring production partners of major Canadian broadcasters, including Bell, Corus, CBC, and Rogers, to source roles from BIPOC talent as a condition of commission. It is a practical tool for increasing representation across the Canadian screen industry. Visit the HireBIPOC website.

CBC/Radio-Canada

As a federally regulated broadcaster, CBC/Radio-Canada publishes annual Diversity and Inclusion plans and files employment equity reports. These documents provide transparency into the broadcaster's commitments and measurable progress toward a more representative workforce. Visit CBC "Our Numbers" and Diversity and Inclusion Plans.

CRTC Broadcast Regulations

The Canadian Radio-television and Telecommunications Commission (CRTC) requires major broadcasters to submit voluntary gender parity plans, including commitments to independent productions. All major Canadian broadcasters have committed to gender parity in leadership roles, influencing both above-the-line positions and broadcaster leadership composition. Visit the Broadcaster Voluntary Action Plans.

Canadian Radio-television and Telecommunications Commission (CRTC)

The CRTC has published an overview of cultural diversity goals embedded in the Broadcasting Act, providing a regulatory framework that shapes equity expectations across Canada's broadcasting landscape. Visit the CRTC cultural diversity goals.

Coalition for the Diversity of Cultural Expressions

The Coalition brings together Canada's major French and English-speaking cultural sector organizations, representing over 200,000 creators, professionals, and 2,000 companies. It advocates for policies that protect and advance the diversity of cultural expressions across Canada. Visit the Coalition website.

Directors Guild of Canada: Measuring the Workforce

The Directors Guild of Canada has published a demographic census of its membership, developed as a top priority of its BIPOC committee. The report provides a foundation for policy development, with transparency and accountability as its core purpose. View the report here.

Indigenous Screen Office: Protocols and Pathways

The Indigenous Screen Office's Protocols and Pathways resources support a shift in industry practices for Indigenous productions and advance Indigenous narrative sovereignty on screen. The tools help production teams integrate traditional values and practices into contemporary business models throughout the production process. Visit the Protocols page on the ISO website.

National Film Board of Canada

The National Film Board committed to Indigenous Equity in 2017, allocating 15% of production spending to projects by Indigenous directors, building on a 2016 commitment to direct 50% of production spending to projects by women directors. Visit the NFB website.

Canada Media Fund

The Canada Media Fund has an Equity and Inclusion Strategy that supports gender parity across its funding programs, working to ensure underrepresented voices are supported throughout the Canadian screen industry. Visit the Canada Media Fund website.

Telefilm Canada

Telefilm Canada has published an Equity and Representation Action Plan supporting gender parity in funding and promotional activities. Data collection processes are in place for directors, writers, producers, and executive producers accessing select funding programs. Visit the Telefilm Canada website.

Racial Equity Screen Office

RESO is a Vancouver-based national office that supports the mentorship, training, funding, production, and distribution of content by racialized Canadian filmmakers. RESO amplifies diverse stories told through its members' diasporic migrant lens with a major goal to build greater business opportunities and markets for content from racialized communities in and outside of Canada. Visit the RESO website.

Diversity Arts Australia and The British Council: The Creative Equity Toolkit

The Creative Equity Toolkit is an inspiring international perspective on increasing equity in the creative industries. It is action-oriented and aggregates information from around the world, with a focus on its jurisdiction of origin, Australia. Visit the website.