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## Screenwest Diversity, Equity and Inclusion Plan 2018-19

### Background

#### Western Australian Screen Industry Diversity and Inclusion Roadmap 2017-2023

In 2016-17, with Screenwest's support, the Western Australian screen industry undertook a thorough research and consultation process to develop an industry wide diversity strategy. The resultant document is the [Western Australian Screen Industry Diversity Roadmap 2017-2023](#).

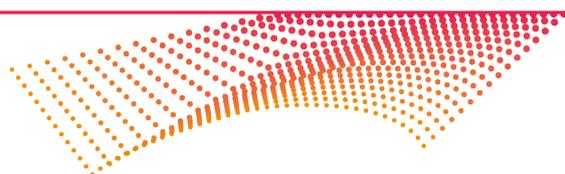
The Screenwest Diversity, Equity and Inclusion Plan [the Plan] builds upon this work, affirming Screenwest's commitment to diversity. The Plan identifies aims, specifies activities to be carried out by Screenwest and is reviewed and updated annually.

Highlights of the 2017-18 Screenwest Diversity, Equity & Inclusion Plan are outlined further below.

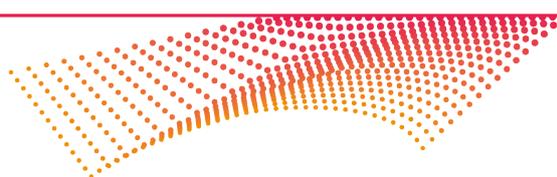
#### What is Diversity and Inclusion?

The Australian Human Rights Commission refers to diversity as the differences that distinguish groups of people from one another.

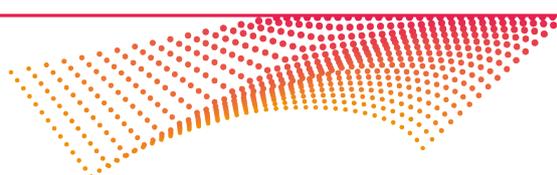
More specifically, as identified in the industry Roadmap and adopted for the Plan, Screenwest recognises diversity as differences in gender; age; Aboriginal identity; cultural and linguistic diversity (CaLD); disability; sexuality and gender identities, including lesbian, gay, bisexual, transgender, queer and intersex (LGBTQIA+); location (including regional and remote regions) and socio-economic status.



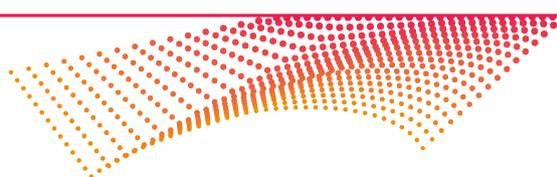
	Activity
1.0	<b>Leadership</b>
1.1	Continue to lead the way in diversity and inclusion within the WA screen industry and to achieve more sustainability of diversity within the screen industry.
1.2	<p>Continue to develop Screenwest diversity data collection system to capture key creatives/diversity characteristics.</p> <p>Continue to develop diversity benchmarks and targets for Screenwest funded productions and practitioners. To note: current starting benchmark for 2017-18 reporting (of key creatives) as below:</p> <ul style="list-style-type: none"> <li>• WA based Key Creatives that identified as diverse (from one of the WA defined categories, as per the WA Screen Industry Diversity and Inclusion Roadmap) - 25%</li> <li>• WA based Key Creatives that identified as Indigenous – 9.09%</li> <li>• WA based Key Creatives that identified as female – 56%</li> </ul>
1.3	Continue to facilitate and support the Diversity Leadership Group and the WA Screen Diversity community.
1.4	Screenwest to take part in the national conversation about diversity, including representation on the SDIN.
1.5	Continue to advocate for market partners to commission diverse content from diverse storytellers.
2.0	<b>Organisational</b>
2.1	As Screenwest evolves, the organization will continue to commit staffing resources to deliver on the Diversity, Equity and Inclusion Plan 2018-19.
2.2	<p>Embed workplace equity and diversity principles in SW (Aust) Ltd’s organisational culture through policy and staff induction.</p> <p><b>Diversity, Equity &amp; Inclusion Policy</b> - ensure adequate policy is in place that sets out acceptable behavior of employees and procedures for breaches.</p>
2.3	Training to be carried out to new staff members.
2.5	Support attendance of SW staff at screen industry and/or community events that encourage and connect the organisation to diverse groups and screen content.
2.6	Support flexible work arrangements in a non-discriminatory manner to effectively balance business needs and diversity requirements.
2.7	<p>Demonstrate ongoing commitment to positive mental health outcomes for all employees, through:</p> <ul style="list-style-type: none"> <li>• Continuation of the Wellness committee.</li> <li>• Providing opportunities for employees to develop their skills, knowledge and networks.</li> </ul>



	Activity
<b>3.0</b>	<b>Funding Programs</b>
3.1	<p>Continue to deliver Funding opportunities that facilitate the promotion of greater diversity in the WA screen industry by providing funds to overcome diversity barriers and supporting screen sector activities that encourage greater engagement from underrepresented groups in the WA community.</p> <p>Seek partners to support the Diversity funding program.</p> <p>Promote an industry wide culture of diversity, through language and application assessment criteria that encourages diversity elements within projects.</p>
3.2	Create opportunities for one \$30K short film and one \$70K short film with diverse key creatives as part of the Elevate initiative.
3.3	Regularly review application processes and supporting documentation (including Diversity guidelines and Terms of Trade) to ensure they are clear, succinct and accessible to all.
3.4	<p>Ensure the pool of assessors and each assessment panel used to allocate funding is diverse and trained in Unconscious Bias.</p> <p>Actively seek out new assessors to increase diversity within the assessor pool.</p>
<b>4.0</b>	<b>Pathways and Career Development</b>
4.1	One new significant short form production uncovering and developing talent and storylines currently underrepresented in the WA screen industry.
4.2	Continue to fund attachments and mentorships, through the diversity fund.
<b>5.0</b>	<b>Infrastructure</b>
5.1	Diversity Matters Guide – develop a national online resource, including policy samples that relate to inclusion, bullying, racism, mental illness and family friendly working environments.
5.2	Provide Diversity, Inclusion and Unconscious Bias training to general film industry, in line with the DAIP.
<b>6.0</b>	<b>Community Engagement</b>
6.1	<p>Build relationships and partnerships with relevant grassroots diversity-related organisations and collaborate on meaningful outreach and advice, giving service to developing practitioners.</p> <p>Screenwest and partners continue to build on and deliver Screenwest’s Diversity program.</p> <p>Work with the Diversity Working Group (made up of Centre for Stories, DADAA, CANWA, Paper Mountain, City of Stirling, Museum of Freedom and Tolerance) to</p>



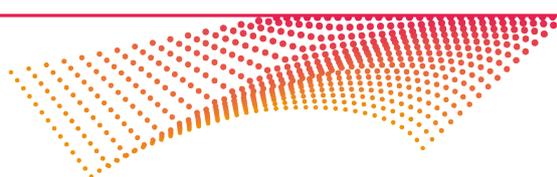
	Activity
	engage grass-roots practitioners in Screenwest's Diversity initiatives.
6.2	Finalise the Screenwest Disability Access and Inclusion Plan (DAIP) 2018-2022. To be internally and externally facing.
6.3	Increase promotion of the WA screen industry and Screenwest to the WA community particularly targeting diversity sectors/organisations.  Celebrate WA Diversity stories across Screenwest and broader screen industry via SW and WA Screen Diversity Facebook pages.
6.4	Ensure a number of identified events, workshops and seminars facilitated by Screenwest are captioned, interpreted or audio described.
6.5	Ensure diverse screen practitioners are included on the Screenwest Marketing, Communications and Partnerships' target list.
6.6	Continue to monitor and update the Screenwest Diversity Talent Tracker.



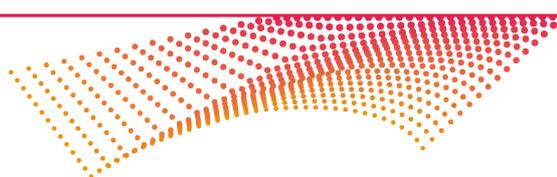
## Screenwest Diversity, Equity and Inclusion Plan 2017-18

### Reporting against actions

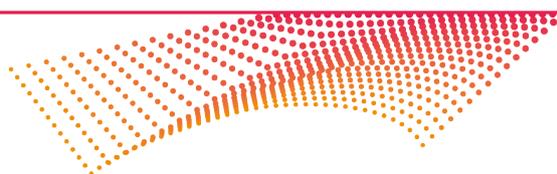
	Activity	Reporting
1.0	<b>Leadership</b>	
1.1	Continue to grow the WA screen industry; a more sustainable industry leads to a more diverse industry.	<p>Growing awareness in diversity in the screen industry, through:</p> <ul style="list-style-type: none"> <li>• Four Diversity Leadership group meetings;</li> <li>• WA Screen Industry Diversity Roadmap;</li> <li>• Partnership with DADAA Ltd.;</li> <li>• General Diversity and Diversity Top Up Funds;</li> <li>• Facebook page: WA Screen Diversity;</li> <li>• Other activities occurred through: <ul style="list-style-type: none"> <li>○ WA Screen Diversity HUB</li> <li>○ SW/AFTRS Talent Camp</li> <li>○ The Heights</li> <li>○ SW/ABC Childrens' Television Diversity Initiative</li> <li>○ Pre and post funding workshops</li> </ul> </li> </ul>
1.2	<p><b>Data collection and benchmarking:</b></p> <p>Develop a comprehensive data collection system to capture relevant diversity information.</p> <p>Ensure the diversity data collection groups, in particular age, are accurate to the current industry.</p> <p>Develop diversity benchmarks and targets for Screenwest funded productions and practitioners.</p> <p>Collaborate with SDIN (Screen Diversity Inclusion Network) to drive the implementation of a national diversity data collection system that</p>	<ul style="list-style-type: none"> <li>• Developed data collection form for additional data related to applicant's gender, disability, CaLD backgrounds in line with Screen Diversity and Inclusion Network (SDIN) recommendations. Key creative/applicant only at this stage;</li> <li>• Developed data collection form on all Production and Development funding templates;</li> <li>• Three SDIN meetings over the course of 12 month period;</li> </ul>



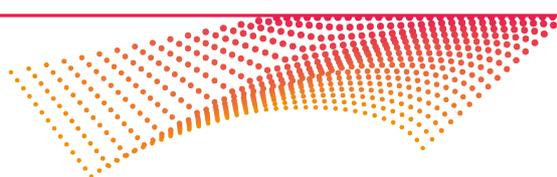
	Activity	Reporting
	collects information from screen industry wider than just government funded projects.	
1.3	Facilitate the formation and ongoing support of a Diversity Leadership Group in WA. <ul style="list-style-type: none"> <li>Nominate a Screenwest staff member to be a part of the Group.</li> <li>Provide coordination services of the group and meeting room facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Four meetings: October, December, February, May;</li> <li>Coordination services provided through Diversity Manager and Development and Production Assistant;</li> <li>Supported DLG to develop WA Screen Diversity HUB and Facebook page.</li> </ul>
1.4	Screenwest to continue to take part in the national conversation about diversity, including representation on the SDIN.	<ul style="list-style-type: none"> <li>Diversity Manager represented Screenwest in October, December and April meetings;</li> <li>Head of Production and Development represented SW at SPA in November;</li> <li>Ongoing communications regarding data collection and other SDIN priorities.</li> </ul>
<b>2.0</b>	<b>Organisational</b>	
1.5	Continue to advocate for market partners to commission diverse content from diverse storytellers.	<ul style="list-style-type: none"> <li>Partnership with SBS for to commission web series with diverse key creatives.</li> <li>Screenwest / ABC Childrens' Television Diversity Initiative.</li> </ul>
2.1	In the Screenwest staff restructure a new position 'Talent Development and Inclusion Manager' will be established to ensure there are resources and focus to support the strategic work being done in the diversity area.	This activity held up until current 2018-19 FY.
2.3	Screenwest will strive to recruit staff and a Board of Directors that reflects the community it serves in and ensures there is representation from underrepresented groups in this community. Diversity is a consideration in the skills based Board matrix.	Ongoing
2.2	During Screenwest (Australia) Ltd's establishment, develop and roll out	Policies developed in this timeframe:



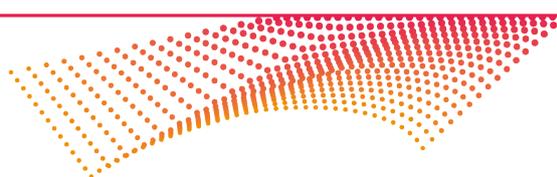
	Activity	Reporting
	organisational policy relating to equity, diversity and inclusion (including, but not limited to Reconciliation Action Plan, Disability and Access Policy).	<ul style="list-style-type: none"> <li>• Diversity, Equity &amp; Inclusion</li> <li>• Disability Access and Inclusion</li> <li>• Audience Development</li> </ul> <p>Additional policies in DRAFT to be reviewed:</p> <ul style="list-style-type: none"> <li>• Data Collection</li> <li>• Grant Assessment</li> </ul> <p>Related documents:</p> <ul style="list-style-type: none"> <li>• Definition of Disability under DDA</li> <li>• Creating Accessible Events</li> <li>• RSVP Support Needs (Events)</li> <li>• List of Services to support audience development</li> <li>• Disability Access and Inclusion Plan (DAIP)</li> </ul>
2.4	<p>Embed workplace equity and diversity principles in SW (Australia) Ltd's organisational culture through recruitment, staff induction and training. Training to be carried out in:</p> <ul style="list-style-type: none"> <li>• Unconscious bias</li> <li>• All of SW (Australia) Ltd's policies</li> <li>• Cultural competency</li> <li>• Ethical decision making</li> <li>• Indigenous Cultural Awareness training.</li> </ul> <p>Where possible, make these training modules available to other WA screen organisations, production companies, practitioners and crews (mentioned in 5.3).</p>	<p>Workplace equity and diversity training offered to SW staff, Board, IAG and DLG.</p> <ul style="list-style-type: none"> <li>• SBS Cultural Competency Training (CCP) – 50 licences purchased / 38 Screenwest staff, Board members and IAG members trained.</li> <li>• Aboriginal Cultural Competency Training – 34 staff, Board, IAG and DLG booked in across 2 sessions.</li> </ul> <p>Training to be completed in 2018-19:</p> <ul style="list-style-type: none"> <li>• Unconscious Bias</li> <li>• Disability Awareness</li> </ul>
2.5	Support attendance of SW staff at community events that encourage and connect the organisation to diverse groups and screen content.	<ul style="list-style-type: none"> <li>• SW Communications created a spreadsheet of invited events to nominate to SW staff in related areas.</li> </ul>
2.6	Support flexible work arrangements in a non-discriminatory manner to effectively balance business needs and diversity requirements.	<ul style="list-style-type: none"> <li>• Flexible work arrangements in place for staff on a per needs basis – in</li> </ul>



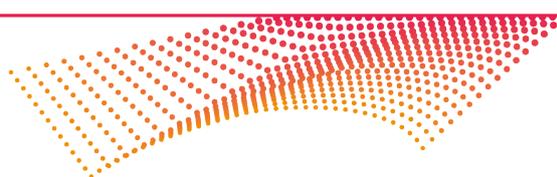
	Activity	Reporting
		consultation with HR and Line Manager.
2.7	Demonstrate ongoing commitment to positive mental health outcomes for all employees.	<ul style="list-style-type: none"> <li>Wellness Group has facilitated a number of strategies, including the Move More Challenge to encourage staff to get moving, provides healthy work snacks and has incorporated regular lunch catch-ups.</li> </ul>
<b>3.0</b>	<b>Funding Programs</b>	
3.1	Launch a <b>Diversity Fund</b> that facilitates the promotion of greater diversity in the WA screen industry by providing funds to overcome diversity barriers and supporting screen sector activities that encourage greater engagement from underrepresented groups in the WA community.	<ul style="list-style-type: none"> <li>Diversity Fund Round One – Closed on November 20, 2017 <ul style="list-style-type: none"> <li>8 applicants / 4 successful projects</li> </ul> </li> <li>Diversity Fund Round Two – Closed on April 12, 2018 <ul style="list-style-type: none"> <li>9 applicants / 2 successful projects</li> </ul> </li> </ul>
3.2	<p><b>Application process</b></p> <p>Review the application process and supporting documentation (including guidelines and Terms of Trade) to ensure they are clear, succinct and accessible and inclusive to all.</p> <p>Review and revise application processes (where appropriate) to limit unconscious bias by the assessment panel.</p> <p>Screenwest staff to offer support and advice to applicants where required.</p>	<ul style="list-style-type: none"> <li>Adapted Diversity application templates in consideration of feedback from round one applicants (February 2018).</li> <li>Application processes to continue to be under review</li> <li>Ongoing</li> </ul>
3.3	<p><b>Assessment criteria changes</b></p> <p>Review each funding program guideline and amend the criteria to encourage projects and skills development opportunities that promote greater inclusivity by removing the barriers faced by groups underrepresented, eg women who take time out of the workforce.</p>	<ul style="list-style-type: none"> <li>Diversity criteria currently under review and will be amended by June 30</li> <li>SW has delivered with diversity funding incentive to create a role for a female director attachment on THE HEIGHTS</li> </ul>



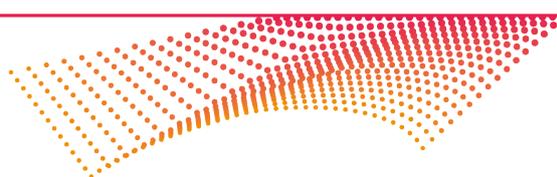
	Activity	Reporting
	Screenwest is committed to including diversity and inclusion funding incentives in the redesign on the Production Funding Programs.	<ul style="list-style-type: none"> <li>All Screenwest Funding Program Guidelines now contain wording that promote the encouragement or greater diversity: <i>Screenwest seeks to reflect the diversity of Western Australia's community on screen and behind the camera, through projects funded and practitioners supported. The funding panel will take into consideration diversity elements of a submission during the assessment process.</i></li> </ul>
3.4	<p>Ensure the pool of assessors and each assessment panel used to allocate funding is diverse and trained in unconscious bias.</p> <p>Actively seek out new assessors to increase diversity within the assessor pool.</p>	<ul style="list-style-type: none"> <li>Unconscious Bias training in 2018/2019 action plan</li> <li>Two new assessors for Diversity applications in 2017-18</li> <li>Commitment to seek out another two assessors in 2018-19</li> </ul>
3.5	Ensure that all films delivered are accessible to all, ie the inclusion of captions.	<ul style="list-style-type: none"> <li>Captioning services listed in Audience Development related documents.</li> <li>Further work in 2018-19 to be undertaken in the area of audience development and supporting services (audio description, captioning etc.)</li> </ul>
4.0	<b>Pathways and Career Development</b>	
4.1	Provide at least one new significant short form production initiative per year aimed at uncovering and developing talent and storylines currently underrepresented in the WA screen industry (in addition to the initiatives outlined in the Indigenous Screen Strategy).	<ul style="list-style-type: none"> <li>Generate</li> <li>Elevate</li> <li>SW/SBS diversity web series initiative</li> </ul>
4.2	Gender parity across key creative roles caveat to be incorporated into skills development initiative guidelines that aim to develop WA talent (defined in guidelines and specific to each initiative).	<ul style="list-style-type: none"> <li>Achieved above gender parity in key creative roles in Screenwest Funded Productions.</li> </ul>
4.3	Develop and publicise clear career pathways for key creatives (writer, director, producer in this	<ul style="list-style-type: none"> <li>Partially achieved through the SW/AFTRS Talent Camp initiative.</li> <li>36 applications: 19 women / 17 men</li> </ul>



	<b>Activity</b>	<b>Reporting</b>
	case), emphasising opportunities that encourage financial viability.	<ul style="list-style-type: none"> <li>• 14 successful: 9 women / 5 men</li> </ul>
4.4	<b>Attachment and Mentorships</b> <ul style="list-style-type: none"> <li>• Continue to fund attachments and mentorships.</li> <li>• Source and provide specific attachment and mentoring opportunities for underrepresented members of the WA community.</li> </ul>	<ul style="list-style-type: none"> <li>• Information session for production companies on attachments and mentorships – to be facilitated in 2018/2019 action plan period.</li> <li>• One funded placement through the SBS / SW Diversity Talent Escalator Placement - Rachdar Abubakar Jamal) Giraneza as a Production Assistant on Behind the Blue Line (Periscope Pictures).</li> </ul>
4.5	Explore skills and career development opportunities that would aid equity and inclusion in cross over industries such as commercials, music videos, theatre and corporates.	<ul style="list-style-type: none"> <li>• Diversity Talent Tracker – spreadsheet with all diversity applicants listed for potential attachment opportunities</li> <li>• Further develop networks with advertising, casting, music, theatre and corporates.</li> </ul>
4.6	Develop a slate of workshops, masterclasses and networking opportunities to connect established producers and potential mentors with currently untapped talent and stories. Work with the WA industry and grassroots organisations with reach into untapped talent. Partners could include AFTRS and regional arts organisations.	<ul style="list-style-type: none"> <li>• Emerging Sector review includes strategies for these activities.</li> <li>• 2018/2019 action plan to offer fund for workshops, masterclasses and networking opportunities.</li> </ul>
<b>5.0</b>	<b>Infrastructure</b>	
5.1	Provide funding to local resource organisations and leading local screen companies to develop their own Action Plans	<ul style="list-style-type: none"> <li>• Not actioned in 2017-18</li> </ul>
5.2	<b>Film Policy</b>  Coordinate and fund the development of online resources and on-set policies that relate to inclusion, bullying, racism, mental health and family friendly.	<ul style="list-style-type: none"> <li>• DIVERSITY MATTERS Guide to be available to local industry and updated annually.</li> </ul>
5.3	Make available training modules and awareness workshops to the local industry in diversity, inclusion and unconscious bias training.	<ul style="list-style-type: none"> <li>• Included in DIVERSITY MATTERS Guide</li> </ul>



	Activity	Reporting
5.4	Fielder Street Creative hub (FSC): Ensure the FSC is adapted to allow access for all and an inclusive environment is promoted.	<ul style="list-style-type: none"> <li>Workshop for applicants following Round One of the Diversity Fund – Applicant using large powered wheelchair was pleased to access via front entry, lift, second floor seminar room, toilets.</li> </ul>
5.5	Explore the viability of a family room / childcare facility at the FSC.	<ul style="list-style-type: none"> <li>Toy area in Fielder Street Creative</li> </ul>
6.0	<b>Community Engagement</b>	
6.1	Build relationships and partnerships with relevant grassroots diversity-related organisations and collaborate on meaningful outreach and advice giving service to developing practitioners.	<ul style="list-style-type: none"> <li>ROOTS TV, DADAA, OMI, others as per contact database</li> </ul>
6.2	<p>Ensure that Screenwest’s communications with the public is succinct and clear and meets accessibility standards including:</p> <ul style="list-style-type: none"> <li>Website content</li> <li>Newsletter content</li> <li>Guidelines and Terms of Trade.</li> </ul> <p>Screenwest to create social media content to promote diversity and inclusion in the screen industry - to connect with a broader range of diverse community members, arts organisation and grass roots community bodies. Leadership group to contribute to content.</p>	<ul style="list-style-type: none"> <li>Communications</li> <li>DAIP outlining strategies in the communications area.</li> <li>WA Screen Diversity Facebook page – over 150 likes and followers.</li> </ul>
6.3	Increase promotion of the WA screen industry and Screenwest to the WA community in particularly target diversity sectors/organisations. Details specified in the <i>SW Marketing and Engagement Strategy (CES)</i> .	<p>Promoted Screenwest Diversity strategy to:</p> <ul style="list-style-type: none"> <li>WANDIS</li> <li>NDIS</li> <li>Disability sector organisations</li> <li>Australian Government Department for Communications and the Arts</li> <li>State Government Department for Local Government, Sport and Cultural Industries</li> <li>Office of Multicultural Affairs</li> </ul>



	<b>Activity</b>	<b>Reporting</b>
6.4	Ensure events, workshops and seminars facilitated by Screenwest are accessible to all - either physically accessible or available online.	<ul style="list-style-type: none"> <li>• Audience development Policy</li> <li>• Events Checklist</li> <li>• Services database for Audience Development</li> <li>• DIVERSITY MATTERS Guide</li> </ul>
6.5	Ensure events facilitated by Screenwest use a diverse talent base.	<ul style="list-style-type: none"> <li>• Screenwest Diversity Talent Tracker</li> <li>• Partner organisations such as OMI and DADAA</li> </ul>
6.6	Screen Culture Fund – to provide funding for WA community to access screen content that allows for promotion of diversity on the screen thereby encouraging greater access.	<ul style="list-style-type: none"> <li>• Access to new screen content by state-based diverse screen practitioners using talent tracker</li> </ul>

