

CALIFORNIA

Film Commission

California Film and Television Tax Credit Program 4.0

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY
INTERIM ASSESSMENT

Production Title:		DEIA Contact Person:	
Queue Number:		Contact E-mail:	
Project Category:		Contact Phone:	
CAL Date:		Principal Photography Start Date:	

In accordance with sections 17053.98.1(g)(3)(D) and 23698.1(g)(3)(D) of the Revenue and Taxation Code, approved applicants in Program 4.0 that elect to OPT IN to the diversity provisions shall submit an Interim Assessment (Form DEIA3) prior to the start of principal photography. Failure to submit Form DEIA3 in accordance with section 5554.2(a) shall result in opting out of the diversity provisions. The CFC will reject any submitted Form DEIA3 that includes quotas or other numeric goals or outcomes regarding protected classes, including but not limited to race, ethnicity, gender, and disability status. Resources to support applicants in the completion of this Form are available on the CFC website. If you have questions about how to complete this form, please contact DEIAProgram@film.ca.gov.

In your answers below, provide details about the efforts made, progress, and any barriers encountered so far by the production, including information specific to individuals whose wages are included within qualified wages and information specific to individuals whose wages are excluded from qualified wages as set forth in sections 17053.98.1(b)(22)(B)(iv) and 23698.1(b)(22)(B)(iv) of the Revenue and Taxation Code, regarding diversity, equity, inclusion, and accessibility (DEIA) goals and other responses submitted on Form DEIA2 Workplan. The questions and prompts on this form are not intended to require applicants to make any statements, set any goals, or take any actions that are incompatible with or contrary to federal, state, or local law, or applicable collective bargaining agreements.

INCLUSIVE HIRING:
<p>1. List the DEIA and industry capacity building related staffing resources and lists the production has used so far for hiring outreach for open positions. What are the barriers, if any, the production has faced in addressing its non-numeric goals for hiring outreach?</p>
<p>2. Provide example(s) of how the production has addressed its non-numeric goals for expanding access to employment through developing hiring criteria that demonstrate consideration for, but not limited to, the following:</p> <ul style="list-style-type: none"> a. graduates of pathway programs. b. underrepresented individuals who lack established relationships in the motion picture production industry in California.

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<p>3. Provide a specific example of how the production has made interviews and casting sessions accessible to people with disabilities.</p>
<p>4. Provide the specific language the production used for hair and makeup potential hires and, if applicable, example(s) of cases in which this hiring benefited cast members with underrepresented racial/ethnic hairstyles, textures, facial features and skin tones.</p>
<p>5. Provide the specific language the production has used for cinematographer, gaffer/chief lighting technician and key grip potential hires and, if applicable, example(s) of cases in which this hiring benefited cast members with underrepresented skin tones.</p>
<p>6. Provide the specific language the production has used for casting director potential hires skilled in casting underrepresented individuals in major and minor roles, as well as background, if applicable.</p>

EQUITY EDUCATION
<p>1. List the training opportunities the production has provided to address its Equity Education goals so far.</p>
<p>2. Provide the language, specific to the project, the production has used for building awareness of the production's commitment to DEIA with the production's department heads.</p>
<p>3. Provide example(s) of what the production has gained so far from addressing the production's goals for learning about the historical and contemporary experiences of underrepresented communities and people.</p>
<p>4. List the names of the people and/or communities, including but not limited to California tribal nations, Native communities, and Indigenous peoples living or located in the geographical area where the production is conducting principal photography and how the production has recognized or plans to recognize them.</p>

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<p>5. List the location(s) and date(s) in which the production shared or will share a Land Acknowledgement and the language the production has used or will use, and state whether the production has offered or plans to offer an honorarium to a member of the California tribal nations, Native communities, and Indigenous peoples to conduct the Land Acknowledgement(s).</p>
<p>6. List the individuals/companies and/or organizations with whom the production has contracted, or other efforts made, in the production's sustainability efforts, given that underrepresented communities are disproportionately affected by environmental impacts.</p>

INDUSTRY CAPACITY BUILDING:
<p>1. List the names of the organizations the production has utilized for apprenticeships, internships, mentoring, and traineeships.</p>
<p>2. Detail how the production has enabled everyone on the production to understand its anti-discrimination and anti-harassment policies and the process for reporting such experiences as well as the steps to be taken once such a report is received.</p>
<p>3. Provide specific examples of how and/or where the production has offered gender-neutral bathrooms on set and in administrative production spaces throughout the production.</p>
<p>4. Provide examples of how the production has ensured an accessible production in alignment with applicable state law and the ADA so far.</p>

SUPPLIER DIVERSITY
<p>1. Name the specific resources or lists you have used so far, or describe the process you have used, for outreach to diverse suppliers.</p>
<p>2. Provide examples of non-numeric goals the production has addressed for contracting with diverse suppliers on this project including, where applicable, suppliers reflective of the people and communities specific to the project.</p>

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NOTE: Approved projects opting in to the diversity provisions of sections 17053.98.1(g)(3)(D) and 23698.1(g)(3)(D) of the Revenue and Taxation Code must complete a diversity, equity, inclusion, and accessibility Final Assessment, Form DEIA4, within sixty (60) days of creation of the final element.

Acknowledgment and Certification

I acknowledge, agree, and certify that I, the DEIA contact, have read and reviewed the DEIA Interim Assessment, including all the content provided, and that it is accurate to the best of my knowledge, or at least what would be expected of a reasonable person in the same capacity.

Date:	DEIA Contact Name:	Signature:

For Reference