



Documentary Producers Alliance

ANTI-RACIST & STRUCTURAL EQUALITY RESOURCE GUIDE

Created by the Documentary Producers Alliance (DPA)

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TABLE OF CONTENTS

1. INTRODUCTION
2. RESOURCES & RECOMMENDATIONS
 - a. INCLUSION RIDER
 - b. EQUITY PLAN / HIRING PLEDGE
 - c. HIRING DATABASES
 - d. ACCESSIBILITY
 - e. INDIGENOUS COMMUNITIES AND STORYTELLING
 - f. UNDOCUMENTED WORKERS
 - g. ADDITIONAL RECOMMENDATIONS
3. OPPORTUNITIES SUPPORTING DIVERSE & EMERGING VOICES
4. ORGANIZATIONS WORKING ON ANTI-RACISM, EQUITY & INCLUSION IN FILM & MEDIA
5. ARTICLES / ESSAYS
 - a. DOCUMENTARY & FILM
 - i. SHORT READS (>10 MINS)
 - ii. LONG READS (<10 MINS)
 - b. JOURNALISM & MEDIA
6. VIDEOS / TRANSCRIPTS / KEYNOTES
7. AUDIO / PODCASTS
8. ADDITIONAL RESOURCES & FURTHER STUDY
 - a. TOOLS, ORGS & WEBSITES
 - b. ESSAYS
 - c. BOOKS
 - d. READING LISTS

INTRODUCTION

As documentary producers we play a critical role in shaping our industry. From the creative decisions we make, to the teams we build, to how we communicate goals and priorities to funders and partners, we have the power to make choices that impact not only our films, but the whole industry. **We hope this guide can help all producers and content creators better understand the responsibilities we share, internalize the importance of this work, and highlight the reasons, benefits and pathways to creating an inclusive and decolonized documentary ecosystem.**

We have decided to share this document now, as hiring and labor practices are at a critical inflection point. We hope that it contributes to ongoing conversations and work being done in the field to ensure that the industry we work to restore and rebuild will be one of greater equity and inclusivity. As the DPA embarks on formalizing its own organizational structure at this time, we remain steadfastly committed to inclusion and equality in both our leadership and membership.

Below are a number of links containing interviews, articles, speeches and media about the lack of representation and access in visual media, journalism and literature as well as tools and guides to address it. They are meant to provide a background of the challenges facing the documentary industry and our society at large regarding inclusion, racism and colonization.

While the resources below include invaluable insights, information, and suggestions for remedies, it is of great importance to note that they exist as part of a larger context and conversation. This guide *should not* be taken as a substitute for personal and professional engagement with the broader movement in the documentary industry.

Finally, this is a “living document”; it will evolve and improve over time and we plan to review, edit and update it on an on-going basis. If you have suggestions for resources or articles or just want to give feedback, please do so using this [feedback form](#).

RESOURCES & RECOMMENDATIONS FOR PRODUCERS

- **Develop and implement a Hiring Pledge/Inclusion Rider**
 - Inclusion Rider Template:
 - <https://t.co/aXt906GVIG>

- **Develop an Equity Plan** - 1/2/3-year concrete parity goals for producer projects/production companies.
 - More on Equity Plans from Nonprofit Leadership Alliance:
 - <https://www.nonprofitleadershipalliance.org/equity-plan/>
 - Sample Personal Equity Plan:
 - <https://www.nonprofitleadershipalliance.org/wp-content/uploads/2018/04/Personal-Equity-Plans.pdf>
 - Sample Organizational Equity Plan:
 - <https://www.nonprofitleadershipalliance.org/wp-content/uploads/2018/04/Org-Equity-Plan.pdf>

- **Hiring Databases**
 - [A-Doc Crew Database](#)
 - [Brown Girls Doc Mafia - Members Available for Production](#)
 - [Cast and Crew of Color](#)

- **Accessibility**
 - Make sure your events are accessible.
 - [An accessibility checklist](#) for events sponsored by the Science Fiction Writers of America.
 - Example of [an accessibility page](#) for a conference.
 - [Hollywood Disability Inclusion Kit](#)

- **Indigenous Communities and Storytelling**
 - [ImagineNative - Media Production Guide to Working with First Nations, Métis and Inuit Communities](#)
 - [Illuminative - "The New Native Narrative: Guide for Entertainment Professionals"](#) - "A resource for content creators who seek to develop accurate stories and characters by and about Native Americans."

- **Undocumented Workers**

- [Immigrants Rising – “A Guide to Working for Yourself”](#) – Made for workers, this guide has valuable information for producers on how to legally work with undocumented workers.
- [Immigrants Rising – 5 Tips for Educators to Help Students Get Started as Independent Contractors or Freelancers](#)

- **Additional Recommendations**

- [Become a better ally](#) – from Brown Girls Doc Mafia FAQ
- Attend or form anti-racist, racial awareness, and bias training study groups and workshops with colleagues and friends.
- Explore ways to professionally and personally direct resources and opportunities to POC, LGBTQ, Disabled, and women directors/producers/editors, etc. and encourage and advocate for their careers.
- If working on a film about a community that is not your own, be sure that members of the impacted community are in key decision roles – directors, producers, editors.
- Pay people fairly for their time and the value they bring to your projects. This includes interns, consultants/advisors, as well as editors, producers, DPs, etc.

RESOURCES & OPPORTUNITIES SUPPORTING DIVERSE & EMERGING VOICES

- [Big Sky Native Filmmaker Fellowship](#)
- [CAAM Fellowship](#)
- [Chicken & Egg](#) (Grants & Fellowships)
- [Film Independent Global Media Makers](#)
- [Film Independent Project Involve](#)
- [Firelight Fellowship](#)
- [ITVS Diversity Development Fund](#)
- [Kartemquin's Diverse Voices in Doc](#)
- [NextDoc Fellowship](#)
- [Pacific Islanders in Communication \(PIC\) Media Fund](#)
- [Points North Institute Artist Programs](#) (Various)
- [Pop Culture Collab Grants](#)
- [Resources for Black Filmmakers: A Guide](#)
- [Right of Return Fellowship](#) for formerly incarcerated artists
- [Sundance Ignite Fellowship](#)
- [Sundance Indigenous Fellowships](#)
- Sundance Momentum Fellowship (by invitation)
- [Tribeca All Access](#)
- [VisionMaker Native Youth Media Summit](#)

ORGANIZATIONS WORKING ON ANTI-RACISM, EQUITY & INCLUSION IN FILM & MEDIA

- [50/50 by 2020](#)
- [A Docs](#)
- [ARRAY](#)
- [BADWEST \(Black Association of Documentary Filmmakers West\)](#)
- [BHERC \(Black Hollywood Education and Resource Center\)](#)
- [Black Documentary Collective](#)
- [Blackhouse Foundation](#)
- [Black Public Media](#)
- [BlackStar Film Festival](#)
- [Brown Girls Doc Mafia](#)
- [BYP 100](#)
- [CAAM \(Center for Asian American Media\)](#)
- [Cast and Crew of Color](#)
- [Chicken & Egg](#)
- [Cinema Tropical](#)
- [Film Fatales](#)
- [Firelight Media](#)
- [FWD-Doc \(Doc Filmmakers with Disabilities\)](#)
- [Hue You Know](#)
- [IllumiNative](#)
- [ImagineNative](#)
- [Mezcla Media Collective](#)
- [New York Women in Film and Television \(NYWIFT\)](#)
- [NextDoc](#)
- [Outfest](#)
- [Pacific Islanders in Communications \(PIC\)](#)
- [Pop Culture Collaborative](#)
- [Queer Producers Collective](#)
- [Racial Equity Media Collective of Canada](#)
- [Reel Abilities Film Festival](#)
- [RespectAbility](#)
- [The Black TV & Film Collective](#)
- [Times Up](#)
- [USC Annenberg Inclusion Initiative](#)
- [Vision Maker Media](#)
- [Visual Communications](#)
- [Women at Sundance](#)
- [Women in Film](#)
- [Women Make Movies](#)

ARTICLES / ESSAYS

Documentary & Film

Quick Reads - Under 10 mins - In order of length shortest to longest

- [**When Perspective Unseats Objectivity in Documentary Filmmaking**](#), Sabaah Folayan, Sundance.org, 2016. - 2 min read
 - Objectivity and truth in the making of *Whose Streets*.
- [**How can I be a better ally to POC women and non-binary doc professionals**](#), Iyabo Boyd, Brown Girls Doc Mafia FAQ, 2019. - 3 min read
- [**Beyond Empathy**](#), Sonya Childress, *Medium*, 2017. - 5 min read
 - A look at why empathy as an end goal is insufficient to create change in storytelling and engagement.
- [**POV vs. Objectivity**](#), Assia Boundaoui, IDA.org, 2019. - 5 min read
 - The myth of “objectivity” and the “tyranny of one perspective.”
- [**Movement to Market: On the Making and Selling of Whose Streets?**](#), Sabaah Folayan, Talkhouse.com, 2017 - 6 mins
 - Director Sabaah Folayan, discusses her complex feelings around the success she's experienced with her debut documentary.
- [**An Open Letter from Undocumented Filmmakers to the Producers of Living Undocumented and the Broader Media Industry**](#) - Undocumented Filmmakers Collective, *Medium*, 2019. - 7 min read
- [**A Reckoning**](#), by Sonya Childress, *Medium*, 2020 - 8 min read
- [**Examine your privilege; question it constantly**](#), *Sundance*, Lewis Erskine, 2017 - 8 min read
 - Transcription of Lewis Erskine keynote at Sundance's *Art of Editing Lunch* encouraging filmmakers to examine and acknowledge privilege in all aspects of their work.
- [**Whose Story?: Five Doc-Makers on \(Avoiding\) Extractive Filmmaking**](#), Lauren Wissot, *Documentary*, 2017. - 8 min read
- [**Six Easy Starting Points to Increase Disability Diversity**](#), Day Al-Mohamed, online blog post, 2019. - 9 min read

- A statement by a disabled documentary filmmaker about the need for disability to be named and included in diversity initiatives in the film industry, with six “easy” actionable recommendations for members of the industry.
- [Navigating the River: The Hidden Colonialism of Documentary](#), Edwin Martinez, *IDA.org*, 2016. - 9 min read

Long Reads - Over 10 mins - In order of length shortest to longest

- [The Data Says We Have A Problem](#), Esther Robinson, *Filmmaker*, 2016. - 11 min read
 - “Articulates the reasons why all of us must care about these issues”...“offers practical solutions that we can agitate for and even, on an individual level, enact.”
- [The Real CSI: Are Crime Victims Being Re-Victimized by Filmmakers?](#), Melissa Hook, *Documentary*, date of publication unknown. - 11 min read
- [The Imperative to Hire Black and POC Filmmakers within the Documentary Community: A Conversation with Brown Girls Doc Mafia Founder Iyabo Boyd](#), Denae Peters, *Filmmaker Magazine*, 2020 - 13 min read
- [How Close Is Too Close? A Consideration of the Filmmaker-Subject Relationship](#), by Lisa Leeman, *Documentary Magazine*, 2003. - 13 min read
 - An examination of the ethics of documentary filmmaking and the role and responsibilities of filmmakers in crafting and intervening in participants' lives.
- [The Documentary Future: A Call for Accountability](#), by Sonya Childress & Natalie Bullock Brown, *Documentary Magazine*, 2020 - 13 min read
- [Where Have You Gone, Stephen Dworkin? On Disability Film](#), Lawrence Carter-Long. *Film Quarterly*, Vol. 72 No. 3, Spring 2019; (pp. 26-29). - 15 min read
 - A manifesto by a disabled filmmaker/advocate on cinema and disability that addresses the prejudices, taboos, and unexamined assumptions that have influenced how concepts about disability have been perceived, and depicted, on film.
- [Who Is Telling Whose Story, To Whom, and Why?](#), Lisa Valencia-Svensson, *Documentary Magazine*, 2019 - 23 min read
 - Diversity, inclusion, representation—what do they really mean? Producer Lisa Valencia-Svensson of Multitude Films explores why the question, “Who is telling whose story to whom, and why?” should be at the centre of the making of every documentary film.
- [Decolonization is Not a Metaphor](#), Eve Tuck & K. Wayne Yang. *Research Gang*, 2012. - 80 min read

Journalism/Media

In order of length shortest to longest

- [**The media isn't diverse - and this leads to appalling reporting**](#), Steven W. Thrasher, 2017 - 4 min read
- [**Why aren't there more minority journalists? - Columbia Journalism Review**](#) - 5 min read
- [**At many local newspapers, there are no reporters of color**](#), Alex T. Williams, *Columbia Journalism Review*, 2015. - 5 min read
- [**#MediaDiversity: Why newsrooms are so white**](#), Tanzina Vega, *CNN Money*, 2015. - 6 min read
- [**Building a Diverse Newsroom is Work**](#), Shani O. Hilton, *Medium*, 2014. - 6 min read
- [**How newsrooms can stop being so white**](#), Tanzina Vega, *CNN Money*, 2016. - 7 min read
- [**American Media Must Do Better in 2017**](#), *Fairness & Accuracy in Reporting*, 2017. - 7 min read
- [**5 things that can't be ignored about development photography**](#), Claire Bracegirdle, *Africa is a Country*, 2015. - 8 min read
- [**On Wyatt Cenac, 'Key & Peele,' And Being The Only One In The Room**](#), Gene Demby, *Code Switch : NPR*, 2015 - 9 min read
- [**Inequality in 1,200 Popular Films: Examining Portrayals of Gender, Race/Ethnicity, LGBTQ & Disability from 2007 to 2018**](#), by Dr. Stacy L. Smith, Marc Choueiti, Dr. Katherine Pieper, Kevin Yao, Ariana Case & Angel Choi, USC Annenberg, 2019. - 15 min read
- [**Why Newsroom Diversity Works - Effective Strategies for Making Newsrooms More Diverse**](#), Alicia Stewart, *Nieman Reports*, 2015. - 16 min read
- [**The Non-Starter**](#), by Walter Mosley, *Columbia Journalism Review*, 2018. - 18 min read

VIDEO/KEYNOTES/TRANSCRIPTS

- **Firelight Media - Beyond Resilience Series**
 - [Future Visions: BIPOC Filmmakers on this Moment, This Industry + Cultural Change](#). Feat. Cecilia Aldarondo, Ursula Liang, Loira Limbal, Stanley Nelson and Sian-Pierre Regis. Moderated by Sabaah Folyan.
 - [Production In Times of Upheaval](#). Feat. Carrie Lozano, Ashley O'Shay, Nausheen Dadabhoy, Vee Bravo and *Whose Streets?* protagonist Brittany Ferrell
- **Cinetic Media - Viral: A Film Industry Conversation**
 - [How Can We Create A Just and Equitable Film Industry?](#) Feat. Yance Ford, Stanley Nelson, Peter Nicks and Dawn Porter.
- **Hot Docs 2019 Keynote**
 - [Who Is Telling Whose Story, To Whom, and Why?](#) - Lisa Valencia-Svensson
- **Getting Real 2018 Keynotes**
 - [Beyond Inclusion: Building Narratives of Liberation](#) - Michelle Stephenson
 - [Documentary Power: A New Manifesto](#) - Chi-hui Yang
- **Getting Real 2018 Panels**
 - [The Ramp Less Traveled](#)
- **Full Frame #DocSoWhite Panels**
 - [2019: The Path Forward](#)
 - [2019: From Ally to Accomplice](#)
 - [2018: The Gatekeepers](#)
 - [2017: #DocSoWhite 2.0](#)
 - [2016: #DocSoWhite](#)

AUDIO/PODCASTS

- [Seeing White](#)
- [Code Switch](#)
- [About Race](#)

- [The Stoop](#)
- [All My Relations](#)
- [Identity Politics](#)
- [Latinos Who Lunch](#)
- [Self Evident](#)
- [Talking About Race: Media Bias and Black Communities](#), Sept. 29, 2015

ADDITIONAL RESOURCES & FURTHER STUDY

TOOLS, ORGS & WEBSITES

- [Resources for Black Filmmakers: A Guide](#)
- [RacialEquityTools.org](#)
- [WhiteAccomplices.org](#)
- [RaceForward.org](#)
- [Fake Equity.com](#)
 - [How to Run a Better Equity Focused Meeting](#)
- [Racial Equity Resource Guide](#)
- [Journalism Diversity Project](#)
- [Understanding Implicit Bias](#)
- [Time's Up Guide to Equity and Inclusion During Crisis](#)

ESSAYS

- [White Supremacy Culture](#), Tema Okun
- [Challenging White Dominant Culture](#), Lupe Poblano
- [How to Uphold White Supremacy by Focusing on Diversity and Inclusion](#), Kyra
- [Against Patriarchy: Tools for Men to Further Feminist Revolution](#), Chris Crass
- [Safety Pin Box: The Women Behind the Successful Start-up](#), Lindsey Peoples
- [Narrative Justice and Healing](#), the Dulwich Centre

BOOKS

- [Decolonizing Methodologies](#), by Linda Tuhiawi-Smith, 1999
- [On Being Included: Racism and Diversity in Institutional Life](#), by Sarah Ahmed, 2012
- [Emergent Strategy](#), by Adrienne Maree Brown, 2017
- [Uprooting Racism: How White People Can Work For Racial Justice, 4th Edition](#), by Paul Kivel, 2017
- [Trans: A Quick and Quirky Account of Gender Variability](#), by Jack Halberstam, 2018

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- [***White Fragility: Why It's So Hard For White People To Talk About Racism***](#), by Robin DiAngelo, 2018
 - [***Ableism: The Causes and Consequences of Disability Prejudice, 1st Edition***](#), by Michelle R. Nario-Redmond, 2019
 - [***How to be an Anti-Racist***](#), by Ibram X. Kendi, 2019
 - [***Stamped: Racism, Antiracism, and You: A Remix of the National Book Award-Winning Stamped from the Beginning***](#), by Jason Reynolds & Ibram X. Kendi, 2020

READING LISTS

- [**Decolonizing Documentary and Journalism reading list**](#) - an evolving resource list from the *Decolonizing Documentary* workshop at Duke's Center for Documentary Studies, taught by Ligaiya Romero. This reading list was particularly helpful in the creation of this guide.
- [**Access is Love Reading List**](#) - From [Access is Love](#), a list of accessibility advice and other important links to understand the "disability" experience.
- [**Anne Braden Anti-Racist Training Program for White Activists**](#) - From Catalyst Project

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