



Film Training Manitoba Launches Canada's Supporting Women in Film Trades (SWIFT) Conference 2023

Goal to have more women entering and advancing in the Film Industry

WINNPEG, September 14, 2023 – Today Film Training Manitoba (FTM) announces the expansion of a national women's conference; **Canada's Supporting Women in Film Trades (SWIFT)**, which will feature former Governor General of Canada Michaëlle Jean as the conference's in-person keynote speaker.

This ground-breaking initiative's aim is to increase the number of women and individuals identifying as women working in Manitoba's film industry. Canada's SWIFT Conference will take place on November 25 & 26, 2023 at RRC Polytechnic's Manitou a bi Bii daziigae at the Winnipeg downtown campus.

All speakers, panels and training sessions support improving the workplace culture to retain and attract more women and women-identifying workers within the film and media industry.

"There is no other conference that exists that is targeted specifically for women workers within the film industry. Our aim is to support more diversity and inclusion with trades positions within Canada's film industry," said SWIFT Vice-chair, Ellen Rutter.

Canada's SWIFT was founded in 2021 and created by a committee of fifteen women film professionals. Last year's SWIFT 2022 conference was a significant success, with 85 participants in attendance. This year, the goal is to have 150 participants in attendance.

100% of the participant's evaluations of SWIFT 2022 strongly agreed or agreed that:

- The skills they learned at SWIFT would increase their ability and confidence
- The instructors were knowledgeable and provided good direction
- The programming was effectively delivered and held the participants' interest.

Using the feedback from the participant evaluations and the 2023 SWIFT committee, the format of the upcoming conference will consist of longer moderated panel discussions with highly accomplished speakers, which will include Winnipeg's first woman mayor Susan Thompson, who will speak about transformative leadership.

"There is space and room for women to thrive and grow within jobs and careers and this is certainly true within Canada's film industry." Said Susan Thompson, she added, "Changing workplace culture and attitudes is very challenging, but SWIFT is not just a conference it serves as a ground-breaking vision of change and innovation."



According to Film Training Manitoba's labour market information, as of October 2021, less than 30 per cent of Manitobans working in trades positions in the film industry are women and women identifying individuals.

All instructors, speakers, and panelists of SWIFT will be women. SWIFT will promote and support gender parity and workforce development within Manitoba's dynamic film industry.

The SWIFT 2023 Conference will exclusively feature over forty women leading ten educational sessions, which include:

- Championing Yourself and Your Career
- The Art of Film Trades
- Transformative Leadership
- Inclusion within the film industry
- The Power of Mentorship and Investing in You!

Registrations for the conference is now officially open. We expect that with a capacity of 150 people, seats will go quickly, so we encourage people to register early.

Please go to www.filmtraining.mb.ca to register.

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MEDIA CONTACT

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About Us

Founded in 1999, Film Training Manitoba (FTM) is a member of the Province of Manitoba’s Sector Council program and provides high-caliber workforce development programs to sustain the province’s dynamic film and television industry. Since its conception, FTM has worked closely with the industry to identify training needs and has trained thousands of Manitobans to enter and advance in the province’s film industry.

FTM frequently connects with educational and training institutions, as well as various organizations, to build support for Manitoba’s film and television industry and conducts year-round visits to trade schools, universities, colleges and high schools to provide an opportunity for individuals to learn more about a career in film and television as outreach.

FTM’s courses are designed to offer Manitoban crews the opportunity to train for advancement within the industry. FTM provides entry-level and advanced skill development with other labour organizations and industry partners.

2021 – 2022 at a glance

TOTAL PARTICIPATIONS **2,351**
+19% increase from last fiscal year

This includes online certifications, in-class and Zoom courses, and COVID-19 safety courses.

Total Number of course participants:

1,904

Online required course participants:

447

Total FTM course participants:

2,351

TOTAL COURSES & SESSIONS **64**

FTM conducted over 60 industry-driven courses, all instructed by experienced film professionals.

CREW MENTORSHIP PROGRAM **12 placements**

- Positions:
- Line Producer
 - 3rd Assistant Director
 - Casting Associate
 - Travel Coordinator
 - Assistant Production Coordinator
 - Production Office Assistant
 - Online Editor
 - Post Production Supervisor
 - Production Coordinator (2)
 - 1st Assistant Accountant

OUTREACH PROGRAM

20 events

We conducted 20 career presentations at various schools and post-secondary institutions, and hosted virtual booths at Manitoba career fairs.

Staff



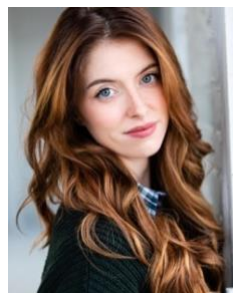
Adam Smoluk
Executive Director



Allison Bile
Director of Workforce Development, SWIFT & Operations



Kathe Meseman
Finance Officer



Sydney Sabiston
Training & Partnerships Manager



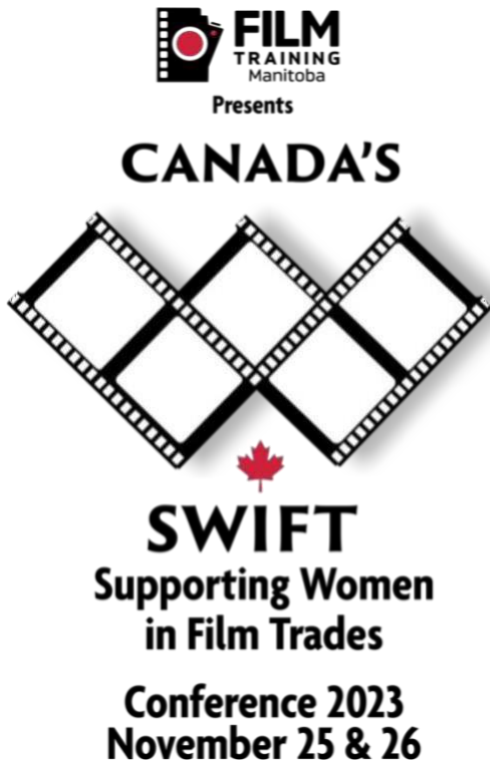
Jenna Paterson-Coutts
Communications & Programs Coordinator

“As a long-serving film professional, there is no doubt that FTM’s highly responsive training contributed greatly to a safer production environment during the COVID-19 era,” added Ellen Rutter, distinguished Manitoba line producer, production manager, and FTM mentor.



Film Training Manitoba
 300-245 McDermot Ave
 Winnipeg Manitoba, Canada

Logo and Posters





Film Training Manitoba
300-245 McDermot Ave
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Canada's SWIFT 2023 Sponsors

Gold Level



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Rebecca Gibson





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300-245 McDermot Ave
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Canada's SWIFT 2023 Planning Committee

Carrie Wilkins | SWIFT Co-Chair

Chief Financial Officer of UNIT204 Production Services, Member of DGC-MDC - FTM Board Member

Tanya Mazur | SWIFT Co-Chair

Continuity Supervisors, - FTM Board Member

Ellen Rutter | SWIFT Vice-Chair

Production Manager, Producer, Member of DGC-MDC - FTM Board Member

Allison Bile | SWIFT Program Manager

Director of Workforce Development, SWIFT and Operations, Film Training Manitoba

Rebecca Gibson | Committee Member

Member of ACTRA, Partner of Eagle Vision

Jill Latchislaw | Committee Member

Business Development Manager, RRC Polytechnic - FTM Board Member

Carol Paul | SWIFT Committee Member

Executive Director, Manitoba Construction Sector Council, Founder of Women in Trades Conference

Danielle Sturk | SWIFT Committee Member

Director, DGC - Director's Committee, Writer, Member of DGC-MDC & IATSE 856

Kalyn Bomback | SWIFT Committee Member

Chair of ACTRA Manitoba's Training Committee

Sydney Sabiston | SWIFT Committee Member

Training and Partnerships Manager, Film Training Manitoba

Jenna Paterson-Coutts | SWIFT Committee Member

Communications and Outreach Coordinator, Film Training Manitoba

Orinthia Babb | *Reporter and Associate Producer at CBC Manitoba, Writer for the Government of Manitoba. IATSE-856 Permit*

SWIFT Role – **Moderator: “Entrepreneurship for Film and Media (with Q & A)”**

Orinthia began working as a background actress in 2004 and, since then, has been a stand-in actress and actress. She has also worked on the crew side, amassing experience in the production office, locations, set decorating and costume roles.

Orinthia produced her first short film, “Maybe Tomorrow,” in 2023. As a collaborative team leader and seasoned business manager, she was also a co-writer, co-director, and co-editor, among other roles. As a passionate journalist and communications professional since 2016, she has worked as a Reporter and Associate Producer at CBC Manitoba and a Writer for the Government of Manitoba. In addition, she regularly hosts various events in the Winnipeg community as a freelance journalist.

Currently, Orinthia works as a Press Secretary to the Ministers in Executive Council at the Manitoba Legislature.



Rhonda Baker | *Member of the DGC-MDC and Owner of RGB Productions*

SWIFT Role – **Panelist: “Entrepreneurship for Film and Media (with Q & A)”**

Rhonda Baker, RGB Productions Inc / D H Services Inc, has been working in the film and television industry for the past 30 years as a producer, line producer, supervising producer, and production manager. Rhonda has worked with several Studios and independent producers on feature films, television movies, and TV series filmed in Manitoba, Saskatchewan, Alberta, British Columbia and Quebec as well as a series shot in London, England and a limited series filmed entirely in Moscow, Russia. Rhonda has also worked on several International co-productions with partners from France, UK, Germany, Belgium and Spain.

Baker has produced feature films and television for Sony Pictures, Ghosthouse, Universal Studios, Netflix and Lionsgate. Studio productions, *The Messengers* directed by Danny & Oxide Pang and *The Grudge* directed by Nick Pesce, both produced with highly respected Sam Raimi, exceeded \$50 million US at the box office, and most recently, *Run*, directed by Aneesh Chaganty, also had amazing success streaming during the pandemic and both filmed entirely in Manitoba.

Baker’s list of projects complete with star performers started with Russell Crowe (*For The Moment*) and continued with many stars such as Andy Garcia (*Unsaid*), Sarah Paulsen (*Run*), Ray Liotta (*Ticket Out*), Keanu Reeves (*Siberia*), Gary Oldman (*Crisis*), Ellen Burstyn (*The Stone Angel*), Christian Slater, Wes Bentley (*Dolan’s Cadillac*), Sir Ben Kingsley (*Night Hunter*) and many other International, American and Canadian cast. As well, Baker had the honour of working alongside some outstanding directors, including Internationally renowned Terry Gilliam and Canada’s own Kari Skogland and Norma Bailey. Baker has bragging rights about the number of female directors she has worked with during her career, and at last count, it was 16.



Kalyn Bombback | *Vice-President of ACTRA Manitoba*

SWIFT Role – **Moderator: “Self-Perception of Women in Film and Media (with Q & A)”**

Kalyn is the Vice-President of ACTRA Manitoba and Chair of its Women’s Committee and Training Committee. In addition to being a film actor for over 25 years, Kalyn has also been a practicing lawyer since 2010, with her primary focus being on Civil Litigation and Municipal Law.



Sharon Bajer | *ACTRA Manitoba Performer, Theatre Performer & Intimacy Coordinator*

SWIFT Role – **Panelist: “Self-Perception of Women in Film and Media (with Q & A)”**

Sharon is a Winnipeg based actress who regularly crosses the medium between film and theatre. She has appeared in many made-in-Manitoba film and television productions, including; Acting Good, Little Bird, Under the Christmas Sky, Love Strikes Twice, Orphan: First Kill, Run, Nobody, Project Christmas Wish, Wynter, Escaping a Madhouse; The Nellie Bly Story, Burden of Truth, Follow Me to Daisy Hills and Forever Christmas. Sharon is at the forefront of bringing the role of Intimacy Coordinator (IC) to all sets in Manitoba. sharonbajer.com



Chantal Boutin | *Crown Attorney with the Manitoba Prosecution Service*

SWIFT Role – **Speaker: The Power of Mentorship and Investing in You! (with Q & A)**

Chantal Boutin is a Crown Attorney with the Manitoba Prosecution Service. She articulated with the Service in 2008 and was called to the Manitoba Bar in 2009. After her call, she spent time prosecuting cases in the General Prosecutions Unit, the Domestic Violence Unit, and the High-Risk Offender Unit. In April of 2021, Ms. Boutin was appointed General Counsel. In addition to providing mentorship and guidance to other Crown Attorneys, as General Counsel, Ms. Boutin is entrusted with the most serious, complex, and high-profile criminal prosecutions in the province. These cases are tried before either a judge and jury, or a judge sitting alone, and are often the subject of media attention.

Before she was a lawyer, Ms. Boutin was an elementary school teacher. She now blends her love of the law with her passion for education, having taught Advanced Advocacy at the University of Manitoba Law School for a number of years, and continuing to teach Expert Evidence and the Art of Cross-Examination in-house at the Manitoba Prosecution Service.



Allison Bile | *Director of Workforce Development, SWIFT and Operation, Film Training Manitoba*

SWIFT Role – **Emcee, SWIFT Program Manager**

Allison Bile graduated from the University of Winnipeg with a Bachelor of Arts degree in Theatre and French. Allison gained an interest in filmmaking through her involvement with the Winnipeg Film Group by attending workshops on experimental filmmaking and volunteering on short films in the costume department. In 2009, Allison served as a board member and Secretary on the Winnipeg Film Group. She has also served as a volunteer for Cancer Care Manitoba. In 2003, she completed an internship with FTM in the costume department and was a Permittee with IATSE 856 in costumes. Allison joined FTM in 2006 and has been promoted to various positions within the organization. She has completed courses on Arts and Culture Management through the University of Winnipeg and is the process of obtaining a certificate on Human Resource Management through Red River College.



Ami Buhler | *Member of IATSE 856*

SWIFT Role – **Panelist: “The Art of the Film Trades Panel (with Q & A)”**

After discovering her love of lighting through the theatre program at the University of Manitoba, Ami joined the International Alliance of Theatrical Stage Employees (IATSE) union and hit the ground running. In the past six years, she has worked on numerous productions, moving from an entry-level lamp op to a Lead Lamp Op, and finally settling as a Board Op. During this time, Ami has also gotten involved with her union, becoming Chair of the Young Workers Committee, as well as for the Pride Committee, finding a strong passion for organizing, engagement in labour issues, and union activism.



Laina Brown | *Co-founder and Producer at Folks Films*

SWIFT Role – **Panelist: “Entrepreneurship for Film and Media (with Q & A)”**

Laina Brown is an Associate Member of the Canadian Society of Cinematography and is the Director of Photography and Co-Owner of Folks Films. She specializes in music videos, comedic and dramatic short-films, corporate events, and unscripted TV. Laina is proficient in Blackmagic URSA and Sony Mirrorless Cameras systems. Some of Laina’s recent projects include the “Maybe Next Year” music video for Noah Derksen, Golden Sheaf Award Winning and 48 Film Fest Winner “Model Citizens”, a comedy short that premiered on CBC’s Short Film Face Off – ending up in the final top 3 across Canada, and Bell Fibe TV unscripted comedy series “Ghost Kitchens” created and produced by Folks Films. As a partner in Folks Films, Laina has years of experience in a multitude of roles in film projects, including Director, Editor, Creative Director, Camera Operator, Project Manager, Business Owner and more.

You can check out her work at www.laina.ca or www.folksfilms.com.



Jamie Carnegie | *Executive Director, Manitoba Status of Women Secretariat*
SWIFT Role – **Panelist: “The Power Panel: Women Executives (with Q & A)”**

A member of the Manitoba Public Service since 2002, Jamie joined the Gender Equity Manitoba Secretariat (formerly Status of Women Secretariat) as Executive Director in May 2020. Her public service career includes experience in various program areas: social services, workforce development, apprenticeship, Indigenous reconciliation, and northern relations, and in central government. Most recently, Jamie was Senior Advisor to the Deputy Minister of Indigenous and Northern Relations. As a result, Jamie has extensive expertise in strategic policy development, workforce development programming, reconciliation, and cross-departmental collaboration. As Secretary to Manitoba’s Gender-Based Violence Committee of Cabinet, Jamie works directly with political and executive leadership to coordinate Manitoba’s efforts to end gender-based violence. Recognizing the critical importance of economic prosperity for women is a cornerstone of Jamie’s approach to making a meaningful impact on GBV and advancing the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. Jamie believes that when women do better, we all do better.



Kim Derko | *An award-winning Director of Photography and Director, a full member of the Canadian Society of Cinematographers, IATSE 667 & 669, The ICFC, ARRAY Crew and the Directors Guild of Canada.*

SWIFT Role – **Introduction: “The Power of Mentorship and Investing in You! (with Q & A)”**

Kim Derko csc is an award-winning Director of Photography and Director and a full member of the Canadian Society of Cinematographers, IATSE 667 & 669, The ICFC, ARRAY Crew and the Directors Guild of Canada. Derko was the DP of episodes on S5 of What We Do In The Shadows. She is also known for lensing episodes of Sex/Life S2 for NETFLIX, In Contempt for BET, Save Me for CBC GEM, Take Note for NBC, five seasons of The Next Step, and tandem unit eps on Suits. Recent feature film credits include Soska Sister’s RABID and the second unit on TRIGGERPOINT 2021. A director of music videos for many artists and series director of The Next Step, Odd Squad, Winging It and she has also shot second unit as DP/Director on numerous shows. Derko garnered a GEMINI Award for cinematography on YOUKALI HOTEL in 2004. And an MMVA for Shadowy Men on A Shadowy Planet’s “We Don’t Call Them Chihuahuas Anymore.” A graduate of Emily Carr University of Art & Design in Vancouver, Kim Derko csc studied art history and colour theory, which combined her passion for music, led to a career as a Music Video cinematographer and later to series and feature work. Kim is an activist and feminist who has worked as an advocate for women in film, facilitating workshop courses for Women in The Director’s Chair, Kodak’s Stop by Shoot Film, and CFMDC.



Cathie Edgar | *President of the DGC-MDC*

SWIFT Role – **Panelist: “The Power Panel: Women Executives (with Q & A)”**

Cathie had her first introduction to film in Churchill, Manitoba in the 1980’s, working as an office PA on the feature film *Iceman*. This brief interlude with film came full circle 20 years later after a career in the aviation industry as an airport operations and customer service manager in both northern and southern Manitoba. Cathie became a member of the DGC in 2003 as a locations manager, elected to the DGC- Manitoba board in 2004 and became Chair of the Board in 2008, representing Manitoba on the National Board. Cathie has worked on over 50 productions/television series (*Less Than Kind*, *Burden of Truth*, *Little Bird*), feature films (*Snow Walker*, *Shall We Dance*, *Midnight Sun*, *Flag Day*) and documentary (*BBC Factual Arctic Wild*, *Polar Bear Town*). What Cathie finds rewarding in film is the unique challenges of each project, always a learning experience as you find creative solutions and being a collaborative part of the team process of film making.



Jessica Gibson | *Program Manager of National Screen Institute of Canada*

SWIFT Role – **Panelist: “You Got This! Championing Yourself and Your Career (with Q & A)”**

Jessica is a manager of programs and development at the National Screen Institute. Her programs include NSI Series Incubator and the Telefilm Talent to Watch Mentorship Program. Before working with the National Screen Institute, she spent the last decade building a successful career as a film and television producer and production manager.



Rebecca Gibson | *Head of Development, Eagle Vision, Member of ACTRA Manitoba*

SWIFT Role – **Moderator: “The Power of Mentorship and Investing in You! (with Q & A)”**

As an award-winning writer, director, producer, series creator, story editor and actor, Rebecca’s work in documentary, drama, and comedy has played in festivals, in theatres, and on TV screens around the world. She is a devoted and internationally recognized mentor, and an advocate for equity, diversity, accessibility, and inclusion.



C. Summer Holmes | *Member of IATSE 856*

SWIFT Role – **Panelist: “You Got This! Championing Yourself and Your Career Panel (with Q & A)”**

C. Summer Holmes has been active in the film industry in Canada for nearly two decades. A proud member of the Manitoba film industry for most of that time, she has also worked in both Vancouver and Toronto. Summer is a highly experienced and established local Set Decorator who has led crews for feature films, television, and commercials. She has had the opportunity to work with a variety of designers, bringing their visions into reality. She started as a Set dresser and worked her way up to Set Decorator. Her most recent credits include *Chucky* the TV series, *Bedrest*, and *Little Bird*. Summer excels at bringing vision into reality and will lead the class using practical insights and real work experience. The Set Dec Department is a critical part of any production team and Summer aims to evoke the same passion she has for the craft within others.

Lorraine James | *Actor, Member of ACTRA Manitoba*

SWIFT Role – **Panelist: “Self-Perception of Women in Film and Media (with Q & A)”**

Known for Film: [*You Kill Me, Perfect Sisters and Cashing In.*] **and Theatre** [*Timon of Athens (SIR), The New Canadian Curling Club (Royal MTC), Vampire Lesbians of Sodom (Dramatic Theatre) and The International a Women’s Week Cabaret of Monologues (Sarasvati Productions)*]



Michaëlle Jean | *Former Governor General of Canada*

SWIFT Role – **Speaker: “Women’s Important Role within Canada’s Media and film Industry (with Q & A)”**

Michaëlle Jean was a Canadian journalist and documentarian who was Canada's 27th governor-general (2005–10) and the first person of African heritage to hold that post. She later became the first woman to serve as secretary-general of the Organisation Internationale de la Francophonie (2015–19). Jean's family was descended from slaves. Her father suffered imprisonment and torture under the regime of François Duvalier, leading to the family's flight to Canada when Jean was age 11. They settled in Montreal. Jean proved to be a brilliant student, studying languages and literature at the University of Montreal, where she earned a master's degree in comparative literature. She also attended universities in Italy and France. A social activist, Jean mixed freely in the diverse world of Montreal's ethnic communities, honing a perfect command of French and English in the process. Embarking on a career in broadcast journalism, she became a popular commentator on the French-language network of the Canadian Broadcasting Corporation and also worked frequently on the English network. From 2001 Jean worked as an anchor for Radio-Canada's *Le Téléjournal*, and in 2004 she began to host her own television interview show, *Michaëlle*. She won numerous awards for her journalism, including the Amnesty International Journalism Award. With her husband, French-born Canadian filmmaker Jean-Daniel Lafond, she also made several acclaimed documentaries, most notably *Haïti dans tous nos rêves* (1995; "Haiti in All Our Dreams").



Tina Keeper | *Producer, Kistikan Pictures Inc.*

SWIFT Role – **Panelist: “The Power Panel: Women Executives (with Q & A)”**

Tansi, welcome. I am Tina, I am from Norway House Cree Nation, daughter of Joe Keeper and late Dr. Rev. Phyllis Keeper (nee Beardy) of Muskrat Dam First Nation. As a media producer, mother and kokum. I care about our stories, I am proud to do this work. It started for me as a young person seeing the works of great artists such as Odjig, Jackson Beardy and Norval Morrisseau, and being part of an emerging Native theatre scene with Tompson and Rene Highway, Doris Linklater as luminaries surrounding us. It was the discipline of the arts and the breadth of creativity which has always inspired me.



Diana Kim | *Member of DGC-MDC*

SWIFT Role – **Panelist: “The Art of the Film Trades Panel (with Q & A)”**

Diana Kim has been working in Film & Television as an Assistant Director. Select works include *Nobody* and *Champions*.



Carmen Kotyk | *Casting Director*

SWIFT Role – **Panelist: “Self-Perception of Women in Film and Media (with Q & A)”**

Carmen Kotyk is an award-winning Casting Director who has garnered a reputation for casting excellence within Canada and abroad. Her recent credits include *Grudge Reboot* (Sony Pictures, Ghost House Pictures), *Run* (Lionsgate), *Channel Zero* (Universal) and *A Dog’s Journey* (Amblin, Universal).

Carmen opened up The Abby in February of 2018 with the intention of “upping the game in Winnipeg” while providing a familiar space for the acting community to flourish. One of her first jobs in Winnipeg was a television series mandated to cast as many Manitoba actors as possible. She rose to that challenge, casting in excess of 170 MB actors over the course of the 22-episode series, which in turn grew the local talent base to what we see today. Carmen Kotyk is the only Professional working in Canada who has cast extensively in every market in the country and has been a member of the Casting Directors Society of Canada since 2000.



CARMEN KOTYK
Casting

Jill Latschislaw | *Red River College Polytechnic*

SWIFT Role – **Panelist: “The Art of the Film Trades Panel (with Q & A)”**

Jill Latschislaw has worked for over 15 years in post-secondary, having held roles including Senior Manager of Workforce Development and Community Initiatives and Work Integrated and Academic Coordinator with MITT, as well as Co-operative Education Coordinator with the Asper School of Business.

In her current role as Business Development Manager with Red River College Polytechnic’s Corporate Solutions team, Jill is responsible for helping organizations develop training – including micro-credential training – to fill skills gaps. Her specialties include business development, program planning, contract training, consulting services, partnership initiation and management, and she is engaged in industry-driven program development and initiatives, as well as business, industry and community engagement.

One of Jill’s passions is assisting First Nation communities, Indigenous Peoples, and newcomers in accessing training. She is a Co-Chair of the Manitoba Collaborative Indigenous Education Blueprint Steering Committee, a Board Member with Film Training Manitoba, a Conference Committee Member with the Education Research Forum (Shawane Dagoiwin) and a Conference Board Member with the Manitoba Quality Network (QNET).





Film Training Manitoba
300-245 McDermot Ave
Winnipeg Manitoba, Canada

Panelists and Speakers

Tanya Mazur | *Member of IATSE-856*

SWIFT Role – **Co-Chair of SWIFT**

Tanya is a Script Supervisor who has worked on the following selected productions: *Bed Rest*, *The Porter*, and *'Tis the Season to be Merry*. She is also a board member at Film Training Manitoba.



Charlene Raven Moore | *Filmmaker, Indigenous Film Collective*

SWIFT Role – **Panelist: “Reel Inclusion (with Q & A)”**

Winnipeg filmmaker and member of York Factory First Nation, Charlene Raven Moore is a writer, director, producer, and actor. Charlene is passionate about storytelling and Indigenous representation in the film and television industry. As a queer Cree, Saulteaux, and Welsh woman, Charlene creates films that focus on identity, connection, and resilience. Charlene has written, directed, and produced several short films nationally broadcasted and internationally played at film festivals like Slamdance, VIFF, American Indian Film Festival, ImagineNative Film Festival, Etc. Charlene has her Masters in Indigenous Governance and has volunteered as a board member of the Indigenous Filmmakers Association since its inception and was a co-organizer of the Winnipeg Indigenous Filmmakers Collective from 2014 – 2022. Through this time, she organized collective meetings, and screenings, and co-founded/co-organized the Indigenous Film Summit (2017-2019). She is currently writing/directing and producing her own feature documentary, and in post-production on several short films, as well as producing “LEVERS,” Rhayne Vermette’s next feature film, and “Taming the Fat Black Wolf,” a series by Olly King.



Giselle Nazareno | *Audio Engineer, SFX Designer & Dialogue Editor at DACAPO Audio Productions*

SWIFT Role – **Panelist: “Reel Inclusion (with Q & A)”**

Giselle Nazareno has worked as an Audio Engineer and SFX Designer and Dialogue Editor for the past 15 years at DACAPO Audio Productions. She believes her work reflects who she is and she strives for excellence and quality in every project. She has worked on a variety of projects from animation, Television, Film and Video games. Giselle is certified by the Arts Institute of Vancouver - Burnaby Recording Arts.



Libby Lea | *Vice President of Production for FRANK Digital*

SWIFT Role – **Panelist: “You Got This! Championing Yourself and Your Career Panel (with Q & A)”**

Libby Lea, a seasoned Producer with over a decade of experience, thrives in the field and on set, specializing in commercials. With a Broadcasting diploma acquired in 2002, she ventured into marketing, communications, and even briefly into politics. Eventually, she found her niche at a video production company, honing her interviewing skills and production expertise. In July 2017, Libby joined FRANK Digital as Head of Production, crafting a role tailored to her skills. At FRANK, she manages daily operations, liaises with clients, oversees commercial shoots, produces documentaries (including CBC's "Predator," "Fostering Hope," and "Humboldt") and supervises post-production. In 2018, Libby ascended to Vice President of Production, playing a pivotal role in FRANK Digital's expansion. In August 2023, she made her directorial debut with the CBC documentary "Running for Your Life." Outside of work, Libby cherishes her role as a mother, adores dogs, and maintains a passion for running.



Lesley Oswald | *Member of the DGC-MDC*

SWIFT Role – **Panelist: “You Got This! Championing Yourself and Your Career Panel (with Q & A)”**

Lesley Oswald has been in the film industry in Manitoba for over 40 years. During the course of her career, she has worked in the film and television industry as a Script Supervisor, Director, Producer, Line Producer, and Production Manager. She has worked on everything from Fred Penner's Place and Tippi Tales to Channel Zero and Burden of Truth. Lesley has served as an FTM board chair, mentor and instructor, and she developed FTM's COVID-19 training course Smart Start.



Carol Paul | *Executive Director at the Manitoba Construction Sector Council (MCSC)*

SWIFT Role – **Panelist: “The Power Panel: Women Executives (with Q & A)”**

Carol Paul is the Executive Director at the Manitoba Construction Sector Council (MCSC). She holds a bachelor's and a master's in adult education. Carol facilitated English Literature, Alternative Education, Facilitating Adult Learning and Program Planning in the Faculty of Education and Continuing Education Divisions at the University of Manitoba and the University of Winnipeg for 15 years. Carol was Managing Director at the Centre for Education and Work for 11 years, where she managed national research, education and digital technology projects. She is a founding member of Urban Circle Training Centre, a holistic Indigenous Training Centre in Winnipeg, where she managed the adult learning centre for 14 years. At MCSC, Carol is the Executive Director responsible for writing proposals, managing projects and coordination of the sector council's activities.



Lise Raven | *Filmmaker, Instructor at University of Winnipeg*

SWIFT Role – **Panelist: “Women’s Creative Role in a Changing Film and Media Landscapes (with Q&A)”**

Producer/Director/Writer Lise Raven (she/they) made her first feature film, *LOW*, in NYC by applying for and receiving 17 credit cards. *LOW* screened in over 30 international film festivals and was a founding film of the SLAMDANCE FILM FESTIVAL. In 2000 Raven moved to Berlin, Germany after being awarded the DAAD Berliner Künstlerprogramm Artist Residency in Filmmaking. While living in Europe, Raven’s feature film project, *SNIPE*, was funded by the Irish Film Board. Her next film, *STRIDE*, told the story of a female combat veteran returning home to her close-knit Philadelphia neighborhood. Raven also produced, directed, and co-wrote the 2014 award winning feature film *KINDERWALD*, Raven’s most recent film, *SNÆLAND*, was filmed in Iceland and Berlin in summer 2018, and had a World Premiere in late 2019. Raven lives in Winnipeg and is currently working on a series of visual documentaries of floor art made by Mennonite women. Raven teaches Film at University of Winnipeg. Their creative incubator is <https://noveltine.com>



Karen Remoto | *Vice-President of FascinAsian Film Festival & freelance sound recordist*

SWIFT Role – **Panelist: “Reel Inclusion (with Q & A)”**

Karen Remoto is the Vice-President of FascinAsian Film Festival and has worked in the film industry for over ten years. She was the Production Coordinator for Winnipeg Film Group for three years and is now a freelance sound recordist on independent productions. Most recently, she collaborated on an opera with composer Laura Gow, for the Manitoba Underground Opera and teamed up with other Filipinx creatives for Marissa Bellemit’s *Winnipeg Pag Ibig*, a performance film for Plug In ICA in 2023. Her artistic collaborations focus on highlighting women/non-binary and BIPOC individuals to express their creative, personal stories within the local community.



Joanne Roberts | *CityTV*

SWIFT Role – **Moderator: “Transformative Leadership (with Q & A)”**

Joanne Roberts is a Canadian filmmaker and journalist. Her film work revolves around stories about Filipino culture and has been featured across the country. Joanne’s autobiographical short film “Anak” won the Gimli International Film Festival’s pitch competition in 2020. The next year, she directed and released the award-winning series “I Am” with CBC’s Creator Network. She is the host of the CBC short series “Being Asian. Competing Truths” and frequently hosts the news during CBC shows Information Radio, Radio Noon, Up to Speed and Weekend Morning Show.



Pina Robinson | *Member of IATSE local 856 & 891, Hair Department*

SWIFT Role – **Panelist: “Women’s Creative Role in a Changing Film and Media Landscapes (with Q&A)”**

Pina Robinson is a member of Winnipeg IATSE Local 856 and Vancouver Local 891 and has been in the film and television industry for over 30 years. Pina has experience in TV series, movies of the week, and feature films and has worked around the world with a docudrama team. Pina has worked with many actors ranging from Keanu Reeves, Zooey Deschanel, Allison Janney and many more.



Shaneen Robinson-Desjarlais | *Indigenous Music Development Coordinator for Manitoba Music*

SWIFT Role – **Moderator: “Women’s Creative Role in a Changing Film and Media Landscapes (with Q&A)”**

Shaneen Robinson-Desjarlais is a multi-award-winning former journalist/broadcaster who’s been on Canada’s media scene for two decades. Over the years, she’s worked at CTV News Winnipeg, where her stories have aired on CTV Newsnet/News Channel, CTV National News, and CNN. She also worked for many years as a correspondent at APTN National News and garnered attention for her award-winning series about The Sacred Sundance. She is very proud of her final work with the network, “Breaching the Sacred,” a 22-minute piece showcasing the tragic reality of Indigenous women living with addictions and using while pregnant. She was honoured to win first place for the Canadian Aboriginal Writing Challenge in 2008 for her play, Notay Kiskintamowin “Wanting to Know.” The same year, she was named a National Aboriginal Role Model by the Governor General of Canada and graduated from the University of Winnipeg, where she was recognized as Notable Alumni and founded the Indigenous Course Requirement. Shaneen has showcased Indigenous artists and their music throughout her career and is proud to be the Indigenous Music Development Coordinator for Manitoba Music. She aspires to continue working with Indigenous Elders, youth, women, and artists and continue to share information that should be of importance to all Canadians. Shaneen’s most important role in life is at home with her family.



Tamara Roshka | *Cinematographer and filmmaker*

SWIFT Role – **Panelist: “Women’s Creative Role in a Changing Film and Media Landscapes (with Q&A)”**

Tamara Roshka is a second-generation Indo-Canadian multi-disciplined artist and cinematographer based in Winnipeg, Canada. She studied Fine Arts at the University of Manitoba and graduated in 2010. Over the years, she has worked alongside her father, Ernie Nathaniel, who is a director and editor. Brought up in the TV/Film industry since a young age, she has developed her skills as a camera operator and cinematographer. Tamara uses her Fine Arts background in everything she does – taking great care in composition and artistic expression in her cinematography. Being mentored over the years by cinematographers such as Charles Konowal, CSC and the late Barry Lank, CSC she has had opportunities to expand her expertise. With a passion for documentary filmmaking, Tamara has worked on numerous Manitoba productions. She is partnering with other women in film on developing strategies to help young women and marginalized individuals who are interested in film, bringing awareness to the challenges women face and advocating for gender equality and diversity hiring in the industry.



Ellen Rutter | *Member of the DGC-MDC - Production Manager, Producer, FTM Board Member*

SWIFT Role – **Moderator & Co-Chair of SWIFT: “The Art of the Film Trades Panel (with Q & A)”**

Ellen Rutter is senior-level instructor, mentor, and member of DGC-MDC. Ellen has instructed various FTM programs and regularly serves as an FTM mentor to upgrade the skills of Manitoba’s film industry professionals. In addition, Ellen was recently elected to FTM’s board of director.



Kristen Sawatzky | *Member of ACTRA, Stunt Coordinator/Performer, Actor*

SWIFT Role – **Panelist: “Self-Perception of Women in Film and Media (with Q & A)”**

Kristen has been working in the film industry in Manitoba for almost 25 years. She began as a dancer/actor/puppeteer, then added stunt performer to her resume, and now works primarily as a stunt coordinator.

Kristen has been nominated three times for ACTRA Manitoba's Most Outstanding Stunt Performance and is proud to be the first female in Manitoba to win the award in 2021. Over the years, she has doubled for actors such as Hilary Swank, Michelle Monaghan, Julia Stiles, Kristin Kruek, Sarah Paulsen, & Alexandra Daddario, among many others. She now has more than 100 credits to her name, with her most recent projects including *Christmas in Love Ohio* (CBS), *Deaner '89* (Eagle Vision/Mongrel Media), *Don't Even* (Crave/APTN), and *Psycho Killer* (Vertigo Entertainment). Kristen is honoured to be a part of this incredible panel of women and is a huge supporter of all women that work in the film and media industry.



Lynne Skromeda | *CEO & Film Commissioner of MB Film and Music*

SWIFT Role – **Introduction: “Entrepreneurship for Film and Media (with Q & A)”**

Lynne Skromeda is the Executive Director of the Winnipeg Folk Festival, where she has overseen the four-day summer festival and its year-round initiatives since 2012. A graduate of the Asper School of Business at the University of Manitoba, Lynne also spent 13 years in the Canadian film and television industry in senior executive roles, largely working for independent production company Frantic Films, where she produced over 150 hours of original television programming and oversaw its business affairs and international distribution.



Sarah Spring | *Member of ACTRA, Stunt Coordinator/Performer, Actor*

SWIFT Role – **Panelist: “Self-Perception of Women in Film and Media (with Q & A)”**

Prior to being appointed as Executive Director of the Documentary Organization of Canada, Sarah spent fifteen years actively involved in Montreal's vibrant film community. In addition to serving as President of the Board of Montreal's RIDM - Rencontres internationales du documentaire de Montréal from 2015 - 2021, Sarah was a member of the Montreal Arts Council's cinema committee and spent many years on the Executive of DOC Quebec. The company she started with Selin Murat in 2010, Parabola Films, is a boutique production house that champions emerging filmmakers and under-represented voices. Sarah has also





Film Training Manitoba
300-245 McDermot Ave
Winnipeg Manitoba, Canada

Panelists and Speakers

been working within the interactive arts sector through collaborations with MUTEK and La Société de développement des entreprises culturelles (SODEC). Together in partnership with XN QC, the Phi Centre and the Quartier des Spectacles, they curated a showcase of Quebec interactive works that intersect with the publishing industry. Sarah sits on the Board of the Canadian Independent Screen Fund for BPOC Creators (CISF) and consults for both artists and the institutions that finance them.

Beverlie Stuart | *Vice President, Business and Organizational Development, Manitoba Institute of Trades and Technology*

SWIFT Role – Moderator: “The Power Panel: Women Executives (with Q & A)”

Bev Stuart is the Vice President, Business and Organizational Development at the Manitoba Institute of Trades and Technology (MITT). She has over 30 years of experience in organizational leadership, business development and innovation, career and workforce development, and high-performance team building and engagement. Her experience includes working in the public, private, and non-profit sectors, designing, developing, and implementing initiatives and strategies for developing Manitoba’s workforce and strengthening the economy. Bev has volunteered on numerous provincial and national boards and committees and is currently Vice Chair for the Manitoba Chambers of Commerce and Canadian Career Development Foundation boards of directors. She is the proud recipient of the 2021 Film Training Manitoba Award of Recognition, the 2018 Bill Schulz Lifetime Achievement Award in Career Development, and the 2016 Career Trek Champion Award. Bev holds a Master of Arts in Leadership and has undergraduate credentials in Administrative Management, Human Resource Management, and Adult and Continuing Education.



Danielle Sturk | *Director, Member of the DGC - MDC, la Société des auteurs de radio, television et cinéma*

SWIFT Role – Moderator: “Women’s Important Role within Canada’s Media and Film Industry (with Q & A)”

Danielle Sturk is a Franko Manitoban storyteller who began working in film and television in 2004. Audiences will know her best for her hybrid documentary *El Toro (2018)*, where she skillfully mixed live-action, miniatures, and animation to create a surreal and nostalgic story of family and memory. The film was recognized with a 2020 nomination from the Directors Guild of Canada (DGC) for their *Allan King Award* for Best Documentary Film. It also garnered a spot on the 2019 Hot Doc Film Festival Top 5 Audience Pick list (for medium-length films) and on Gimli Film Festival’s Top 3 Audience Pick List and was awarded two Golden Sheaf Awards at the 2019 Yorkton Film Festival for Best Director Non-Fiction and Best Experimental Film. Sturk has also recently directed episodes of the series *Padre* for UNIS TV (2022) and *Edgar* for Crave and Bell Super Channel (2021), for which she was nominated for the DGC Award for Outstanding Directorial Achievement in a Dramatic series. Her latest documentary *Pourquoi? La violence sexuelle et les ados/ Why? Sexual Violence and Teens* (Office national du film du Canada/ National Film Board of Canada) was released in the Spring of 2023.



Leslie Supnet | *Filmmaker & Executive Director of the Winnipeg Film Group*

SWIFT Role – **Panelist: “Women’s Creative Role in a Changing Film and Media Landscapes (with Q&A)”**

Leslie is an experimental moving image artist and educator and is currently the Executive Director of the Winnipeg Film Group. She has taught extensively in the community as a facilitator, mentor, and academic instructor, with service on artist-run Boards in Winnipeg and Toronto. Leslie has programmed artist-driven screenings at the Dave Barber Cinematheque, Pacific Cinematheque, Pleasure Dome and Plastic Paper: Winnipeg’s Festival of Animated, Illustrated and Puppet Film. Leslie’s artistic practice spans various media – animation, analog film/video, expanded drawing and design, with works screened at TIFF, International Film Festival Rotterdam, Image Forum Festival in Japan, Flaherty NYC and Kurzfilmtage Oberhausen amongst many others. She holds an MFA in Film Production (experimental stream) from York University.



Stephanie Sy | *Filmmaker, member of ACTRA Manitoba*

SWIFT Role – **Moderator: “Reel Inclusion (with Q & A)”**

Stephanie Sy is a Filipino-Chinese Filmmaker born and raised on Treaty No.1, Winnipeg. Her career began on stage, working all across Canada and North America and has since transitioned to Film and TV. Credits include: *Violent Night*, *Champions* (Universal Pictures), *The Porter* (CBC/BET), *Burden of Truth* (CBC), *First Person Shooter* (Tubi), *Seance* (Shudder), *Ruthless Souls* (ImagineNATIVE), several *Hallmark* and *Lifetime* movies (check out IMDb for more details if you’re interested), and most recently joined the cast of a new Netflix series titled, *FUBAR* starring Arnold Schwarzenegger. Stephanie Co-Directed the APTN web series titled DJ Burnt Bannock, worked as an Associate Producer on Eagle Vision’s feature film, *Finality of Dusk*, and was one of the 2021 recipients of The Harold Greenberg Fund, where she wrote, directed & produced her very first short film titled *Knots*.



Miriam Temesghen | *Member of DGC-MDC*

SWIFT Role – **Panelist: “Reel Inclusion (with Q & A)”**

Miriam Temesghen has been working in the film and television industry for five years, working as an Assistant Production Coordinator, Cast Assistant, Director’s Assistant, Producer’s Assistant, and 3rd Assistant Director. Miriam has experience working on low-budget films to big-budget films like *Nobody* and *Burden of Truth* Season 4. Miriam is a member of the Directors Guild of Canada Manitoba District Council. Miriam’s goal in the industry is to one day Direct/Produce her own feature and television shows that are based on the Black Experience and diverse friendships, but for now, she is learning about the industry through working as a Director’s Assistant and 3rd Assistant Director.



Susan Thompson | *4th Mayor of Winnipeg and the first woman to serve as Mayor*

SWIFT Role – **Speaker: “Transformative Leadership (with Q & A)”**

Susan Thompson is a well-known and highly regarded leader. She is a proud Winnipegger, a proud Manitoban and a proud Canadian.

With a wealth of experience and a highly engaging personality, Susan is a mentor to all who know her. She believes in reaching for her dreams and is a strong proponent of achieving the impossible. Susan was a business leader and entrepreneur over a 15-year period as business owner of Birt Saddlery, located in downtown Winnipeg. Susan led the City of Winnipeg through two terms as Mayor. In 1994, she became the proud lifetime sponsor of HMCS WINNIPEG. Following her two terms as Mayor, she served as a diplomat as the Consul General for Canada in the U.S.A., based in Minneapolis. As the founding President and CEO of The University of Winnipeg Foundation, Susan provided a high level of commitment to her community. She continued her commitment to her community as Executive Consultant for the Winnipeg Art Gallery. Susan has served on boards and committees locally, provincially, and nationally throughout her career. As Mayor, Susan managed a city budget of 1.2 billion, over 10,000 employees and 9 unions. She led the City of Winnipeg through the largest crisis the city had faced in 100 years, known as the 1997 Flood of the Century. In her role as The Canadian Consul General in Minneapolis, she served an eight-state territory consisting of 15 million people and \$32 billion in Canada-US trade. As President and CEO of The University of Winnipeg Foundation, Susan managed a \$38 million Endowment Fund, stewarded over 7,600 donors and on September 16, 2011, successfully completed an \$80 million Capital Campaign, raising a total of \$135 million for the University of Winnipeg. Susan is a trailblazer and inspiration to women everywhere. She was the first woman to own her family business, the first woman Rotarian in Manitoba, the first woman Mayor of Winnipeg (it only took 118 years), and the first woman Consul General at the Canadian Consulate in Minneapolis. She was the first President of the Urban Idea Centre in Winnipeg and founding President and CEO of the University of Winnipeg Foundation.



Shauna Townley | *Cinematographer and ICG 669 Camera Operator*

SWIFT Role – **Panelist: “The Art of the Film Trades Panel (with Q & A)”**

Shauna Townley is a Winnipeg raised, Cinematographer and ICG 669 Camera Operator. Shauna has over two decades of diverse experience working on projects ranging from large scale Hollywood productions, Television, Commercials, Music Videos, Short films and award-winning Documentaries. When she’s not on set, she’s enjoying the great outdoors, exploring the landscapes with her son.



Carol Vivier | *Former CEO and Film Commissioner of MB Film and Music*

SWIFT Role – Introduction: “The Power Panel: Women Executives (with Q & A)”

Carole Vivier, O.C., O.M., is the former CEO and Film Commissioner for Manitoba Film & Music and led an unprecedented level of economic growth in Manitoba’s film and television industry. In addition to her past work at MFM, Carole serves on the Board of Directors at the Winnipeg Convention Centre, and formerly, the National Screen Institute, the Academy of Canadian Cinema and Television, Canadian Film Centre Feature Film Advisory Committee, Burton Cummings Theatre Performing Arts Group, Winnipeg Chamber of Commerce, Film Training Manitoba and the Society for Manitobans with Disabilities. Vivier was also instrumental in bringing the JUNOS to Winnipeg in 2005 and was Co-Chair of the 2014 Winnipeg Juno Host Committee. Vivier was a recipient of the Queen’s Diamond Jubilee Medal, awarded to Canadians who have made significant contributions to their community and Canada. Vivier was also profiled in THE HEART OF WINNIPEG, a book published by the Winnipeg Chamber of Commerce that profiles Manitoba-based leaders.



Michelle Walker | *Member of ATSE-856*

SWIFT Role – Panelist: “Entrepreneurship for Film and Media (with Q & A)”

Michelle Walker has an extensive background in the financial services industry, and over a decade ago, Michelle transitioned full-time into the Manitoba Film Industry. In 2009, Michelle partnered with Denys Curle to launch Les Filles Cuisine, a company that caters to both the film industry and non-film industry events. She currently serves as the Treasurer of IATSE 856.



Dr. Christine Watson | *Red River College Polytechnic*

SWIFT Role – RRC Polytech Greetings

Dr. Christine Watson has served in Canadian higher education senior administration, leadership, teaching and research roles for the last 20+ years. She has held administrative and teaching positions at Red River College Polytechnic, Kwantlen Polytechnic University, University of Regina and First Nations University of Canada. She moved to Treaty One territory and joined RRC Polytech in 2013 and currently serves as the Vice-President, Academic. She is responsible for ensuring high-quality education and services for 22,000 students in 200 academic programs at Manitoba’s largest polytechnic. Christine holds a B) A. English (Honours) from the University of British Columbia, an M.A. (English Literature) from Queen’s University, and a Ph.D. in English Literature from the University of Queensland (Australia).



Angela Wells | *Member of IATSE-856*

SWIFT Role – **Panelist: “The Art of the Film Trades Panel (with Q & A)”**

Angela Wells - Angela Wells graduated from the International Academy of Design Montreal with an AEC in Clothing Design. In 2004, Angela was an FTM costume trainee on the feature film Population 436 and the made-for-TV movie *Category 7*. She has been a proud member of IATSE 856 in the Costume Department since 2005. Angela has had the opportunity to hold many positions throughout the department, including Costume Design. What she loves most about working in film is not just the creative collaboration, but that each show presents itself with different challenges, rewards and continued learning.



Carrie Wilkins | *Member of DGC-MDC, Partner at Bonus Productions, FTM Board member*

SWIFT Role – **Chair of SWIFT, Panelist: “Entrepreneurship for Film and Media (with Q & A)”**

Carrie is a partner in UNIT204 Productions services and a member of the Directors Guild of Canada. Carrie was profiled in FTM’s 20 for the 20th-anniversary profile series on Manitoba film professionals. Recently, Carrie has partnered as a producer in the production company Hydraulic Content. The last 30 years of entrepreneurship in various industries have provided Carrie with a deep understanding of effectively improving operations to positively impact growth and profit while creating a positive and empowering workplace culture. She looks forward to working with the FTM staff, board members, and community members to continue providing opportunities for learning and development in the Manitoba film industry.



Janelle Wookey | *Writer, Producer; Wookey Films Inc.*

SWIFT Role – **Panelist: “Entrepreneurship for Film and Media (with Q & A)”**

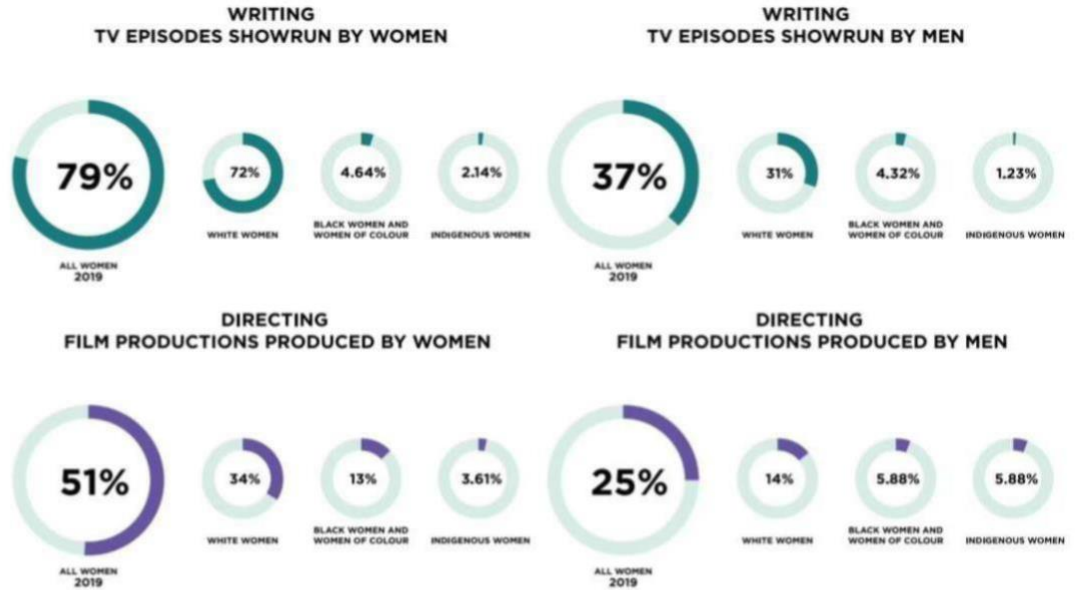
Janelle Wookey is the co-founder and Producer at Wookey Films. She oversees production and development, with one foot in creative and the other in executive affairs. Since launching the company in 2013, she and her producing partner / brother Jérémie have produced over 85 hours of unscripted and scripted content for all audiences in French, English and Indigenous languages for Radio-Canada, CBC, APTN, TV5, Unis, AMI Télé and BRAVO, picking up a Rockie Award, a Canadian Screen Award nomination and 9 Prix Gémeaux nominations along the way. In the Summer of 2023 she was selected as a finalist for Realscreen's Propelle Content Accelerator Pitch Competition which she won following pitches to Netflix, A&E, PBS and Peacock, earning Wookey Films a development deal with DC-based Every Woman Studios and LA-based Confluent Films for her documentary project *The Indian in the Child*.



The Creative Leadership Effect

Women hire women.

When women showrun or produce, women work. Women's creative participation on projects led by men remains low.



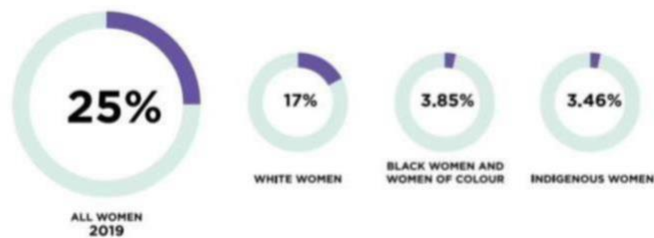
The Producer Effect

We looked at how the gender of the producer corresponded to the employment of women directors and writers in both development and production for the 2018 and 2019 funding cycles.

Our analysis shows that producers work with people who are like them. Women work as writers and directors in far greater numbers when women produce. Black women & Women of Colour work as writers and directors in the greatest numbers when Black women & Women of Colour produce. Indigenous women writers and directors have a far greater share of work when Indigenous women produce.

These findings align with the Showrunner Effect discussed in our previous report, illustrating the importance of creative leadership to more equitable employment.

WOMEN'S SHARE OF WORK ON MEN-PRODUCED FILMS



WOMEN'S SHARE OF WORK ON WOMEN-PRODUCED FILMS

