

EQUITY SCREEN DIVERSITY SHOWCASE



SATURDAY 21 JULY 2018 – THURSDAY 26 JULY 2018



OUTCOMES

Participants were asked: "What outcomes do you hope will be generated from the Screen Diversity Showcase?"



"I'm hoping to keep in touch with all the participants because I'd love to develop more content with everyone."

"A great mentor that can help us kick start getting into the industry."

"That this showcase shows casting directors to cast based not on look but on personality, energy and character - because you can have 2 people in the same type look, but they fit into completely different characters."

"That it continues on year to year for other actors to get involved. That's my biggest hope because the information and the exposure are both very necessary for actors from diverse backgrounds to have a start or a leg up in the industry."

"A concerted effort on the mentorships moving forward from this showcase. It was fantastic performing in front of friends and industry, however there is a bottle-neck if the only way we can connect with potential colleagues and employers is through a networking event at the end of the showcase. "



"I would love to get my first credit as a Screenwriter for broadcast television, and this feels like a big step in that direction!"

OUTCOMES

The Equity Foundation, ADG, and AWC are taking steps towards fulfilling the intended Showcase outcomes. As these are ongoing, efforts will continue well past the performance.



The goal of the Equity Screen Diversity Showcase is to create a pipeline of talent into the Australian film and television industry. From this pipeline comes a multiplicity of stories and experiences, which ultimately paints a more realistic and holistic picture of the Australia we know.

The initiative gave the selected writers, actors, and directors exposure to the industry on the night of the performance. They have also had the chance to develop professional relationships with the rest of the participating cohort. They had the experience of being mentored by professionals, as well as working with one another putting together a live performance. Following the event, participants will be given various professional development and mentorship opportunities to advance their careers and further the goals of the Showcase.

Participants are now members of Equity, AWC, and ADG and have access to workshops, competitions, professional development, and a wide network of members.

MENTORSHIPS

After the Showcase, participants will have access to mentors, professional development, workshops, memberships, and networking opportunities.

Equity

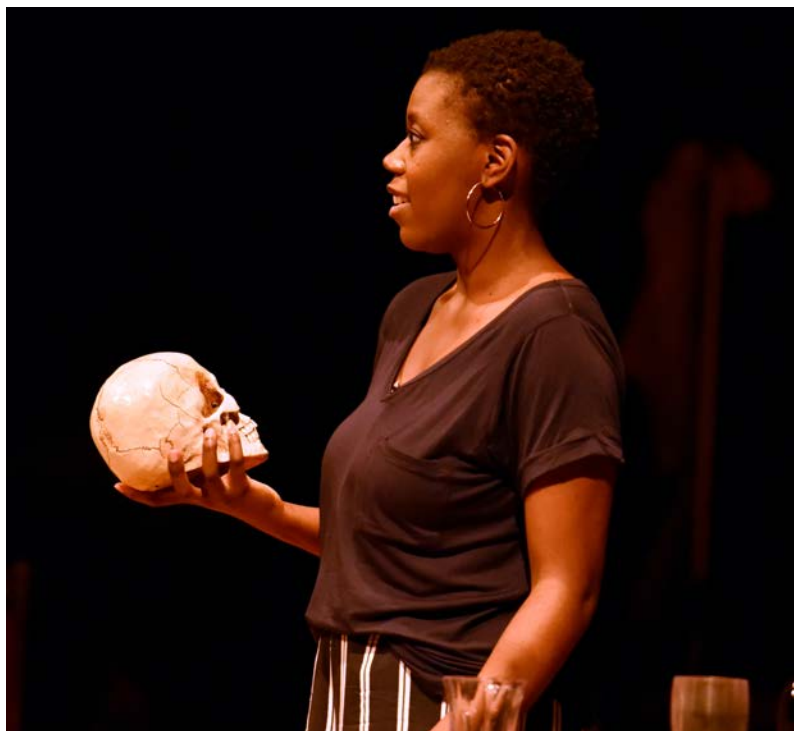
Participating actors will have the opportunity to access network executives, casting directors, agents, producers, and diverse actors who are established in their careers. This will expose the actors to every step of the process, giving them the knowledge they need to move forward in the industry. It will also continue the work of the Showcase, giving the actors the exposure that they need to get roles in major productions. In addition, actors will have access to Equity Foundation's workshops, and credit to use for training at Sydney Actors Collective. Please see the proposal in Appendix A for details.

AWG

The six successful applicants were assigned a mentor, Chris Burke, for the week-long workshop, and will also be invited to participate in a 12-month mentorship with an AWC full member. This mentorship will commence in October 2018, after the mentors have undergone training.

ADG

Participants will be paired with an ADG member who has offered to become a mentor across a number of our professional development programs. They will be paired based on genre and/or format. An effort will be made to pair them with mentors of similar backgrounds.



DIVERSITY SHOWCASE IN NUMBERS



The inaugural Equity Screen Diversity Showcase had over 500 applicants from across the country

224 Actors

67 Directors

251 Writers

256

Registered attendees.
Among them: producers,
major TV networks,
casting directors, and
directors



OF THESE APPLICANTS...*

76%

Identified as culturally
and linguistically diverse

11%

Having a disability

3%

First Nations

27%

LGBTQIA, Gender Non Binary

These numbers made it clear what direction needs to be taken for future outreach strategies. Individuals who identify as First Nations, those who have disabilities, and the LGBTQIA community need to be more actively engaged. This includes incorporating smaller arts organisations into our outreach plan, and perhaps rethinking the name "Diversity Showcase," as the word "diversity" is often associated with CALD-specific programs. We hope to address these issues with the Equity Diversity Committee, as well as with the newly created Equity Indigenous Committee, led by Elaine Crombie.

* Data is based on ADG and Equity applicants, as AWG did not collect this information.

REHEARSALS

During the 4 days leading up to the Showcase, participants took part in a series of workshops and panels at the beginning of every day. Morning activities were followed by intensive rehearsals. During this time, the actor (Eden Falk), writer (Chris Burke), and director (Hannah Hilliard) mentors worked with the participants to help them put together the final performance

Due to time constraints, the scripts were chosen after the actors were selected. Because of this, many roles had to be re-written. In addition, the scripts had to be adapted for the stage, since the submitted pieces were screenplays. Lastly, 6 scenes were chosen. Most of them had 2-5 actors, and the final scene was an ensemble piece.

"MEETING NEW PEOPLE WAS GREAT. I DIDN'T GO TO DRAMA SCHOOL, SO I FEEL LIKE I HAVE MET A LARGE NETWORK OF LIKE MINDED PEOPLE."

Showcase Participant



PANELS AND WORKSHOPS

21 July Panel - Pearl Tan (Facilitator), Kingston Anderson, David Newman, Kodie Bedford

This opening panel gave participants an opportunity to frame the Diversity Showcase within an industry context, as well as get advice from professionals.

22 July Health and Wellbeing

Psychologist Julie Crabtree (co-author, *Living with a Creative Mind*) talked about health and wellbeing specifically for people working in the creative industry. She also held a Q&A with Bali Padda which addressed issues that diverse creative may face such as coping with discrimination and micro-aggressions.

23 July Panel - Annette Shun-Wah (Facilitator), Peter Andrikidis, Que Minh Luu, Jason Chong

This powerhouse panel provided participants the opportunity to hear from seasoned, diverse professionals. They spoke about the challenges and barriers they faced, how they were overcome, as well as offered advice to the participants. The Q&A was a great opportunity for the writers, actors, and directors to ask questions that specifically addressed their disciplines.

24 July Panel - Contracts and Agents Workshop - Zoe Angus, Kingston Anderson, and Bryant Apolonio

This workshop was structured in such a way that the actors, writers, and directors would have an opportunity to cross disciplines. It started out with a panel with all three speakers, who gave a general overview of agents and contracts in their field. Afterwards, there were breakout sessions where participants had the opportunity to change groups if they wished to do so.

Very industry relevant and information that was needed to be heard. The panels presented great opportunities for us to voice our concerns, queries and gain productive feedback that could help us move forward, rather than remain stagnant.

- Showcase Participant

Equity, ADG, and AWG were pleasantly surprised by the vast number of applicants to the Showcase, who demonstrated the relevant ability, talent & experience to undertake the program.

For the future, we recommend having a staggered call out, where writers and directors are chosen at the beginning, and casting will occur after. In addition, writers will be asked to submit writing samples, and those who are successful will be commissioned to write pieces for the Showcase. This is the method employed by the US network Showcases, and allows for the most collaboration between writers, actors, and directors.

In response to attendee feedback, we would like to incorporate a filmed component in order to show the actors', writers', and directors' skills on screen. However, there is much to consider with a new format. For example, the NBC Spotlight Showcase is in its 13th year and considers a live show the best way to present the actors to the industry. According to the Senior Director of Talent Development Jandiz Cardozo, "The taping and editing was time consuming and costly... LA Casting directors want to see a special treat of "Live" performance. It's similar to an audition room. If they want to see reel, they can request it. A showcase is just an introduction." Similarly, VP of CBS Diversity and Inclusion Jeanne Mau said of their Showcase, "I think live shows, especially in the comedy space, yield better results. Timing and the audience reaction allows us to have immediate feedback." However, it is important to also consider that both the NBC and CBS Showcases recruit actors and writers from a pool of applicants, and not directors.

Equity Screen Diversity Showcase attendees who wanted to see the directors' talent expressed that they had difficulty understanding their vision. A format that interweaves a live show with directors' reels could be a solution to this, among others. Of course, this format will require a larger budget, but can yield extremely positive results for the Showcase participants and attendees.

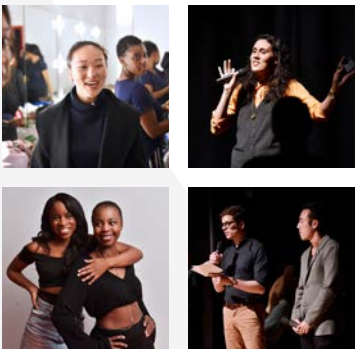


LESSONS LEARNT

Challenges and recommendations

"It would be great if participants had the opportunity to shoot their work... to show what their vision would look like, a screening might work better to suit the directors and writers who were all film based"

Attendee Feedback



PARTNERSHIPS

The inaugural Equity Screen Diversity Showcase brought the Equity Foundation together with the Australian Writers' and Directors' Guilds with one common purpose: to make the Australian screen industry more reflective of the diverse society in which we live. During the planning process, other partners joined and provided a great deal of support. Among these were:

Actors Centre Australia - Venue and staff for the Showcase and the networking event that followed.

Casting Directors Guild - VP David Newman spoke to participants one of the panels. CDG is also taking part in the actors' mentorship program.

International Screen Academy - The ISA generously provided space for the rehearsals, workshops, and panels leading up to the Showcase.

Sydney Actors Collective -Teacher and mentor Eden Falk was provided by SAC to work with the actors during showcase rehearsals.



#CREATEDIVERSITY



tillsgupta • Follow
Actors Centre Australia

tillsgupta With the fam at the Screen Diversity Showcase. So inspired by the talent and passion in the room. Can't wait to see what's next! 🙏💛 @balissimo @sheilajayadev @australianwritersguild @screenaustralia @withmeaa @adg



Pearl Tan shared a video.
July 27 at 6:40 PM · 🌐

This is SO DAMN GOOD!!!
Massive congratulations to Bali Padda for spearheading all of this and making it all happen. Mary Cotter and Sonia Mehrmand, well done for doing much of the grunt work. Thank you, to the agencies who supported this: MEAA (and the Equity Diversity Committee), Screen Australia, Australian Directors' Guild and Australian Writers' Guild.

...and to the participants, you ROCK! Go forth and kick ass! So bummed I wasn't able to come on Thursday... I can't wait to see your work from here!!!



Philippos Ziakas Thank you so much for all the amazing work you put into this Bali! Same goes for Sonia, Helen and everyone else involved! We couldn't have done what we did last night without you guys and for that I'll be forever grateful x
Like · Reply · 3d

Amanda Louisa Mitchell Passionate and ambitious Bali - well done, you. We have needed a representative like you for the longest time, and how thrilled I am to have been involved. So sorry I couldn't make the showcase but big congrats to you & Sonia, and all the awesomely talented creatives.
Like · Reply · 3d

Chloe Dallimore Phenomenal. Congratulations and can't wait for next year! 🍷💛
Like · Reply · 3d

Ester Harding Congratulations again, Bali. It was a brilliant evening, so much love in the room for such a talented group of creatives. Can't wait to see what they all do next! xx
Like · Reply · 2d

James Browne How refreshing to even listen to articulate, passionate, intelligent Australians. Its progressive and its wonderful.
Like · Reply · 1d



Peter Andrikidis shared a video.
July 28 at 10:58 PM · 🌐

Had a remarkable experience being on the selection panel and participation workshop for the Equity Foundation inaugural Diversity Showcase - an amazingly talented group of actors and an inspiration to us all. Thank you Bali Padda and Sonia Mehrmand for asking me to participate.



FEEDBACK

In a survey sent after the Showcase, attendees let us know what they enjoyed and what could be improved.

"The opportunity to see emerging talent is always a welcome one. It was good to see a wide and diverse range of performers, writers and directors."

"Upbeat atmosphere. Fresh faces. DIFFERENCE!"

"The quality of the talent - all of them were great. And the play excerpts were great too. Would love to see them in full."

"The Diversity and quality of stories and performances. They were stories people could identify with and empathise with regardless of ethnicity."

"It would of made more sense to present this in a short film format as opposed to live theatre."

"I would love to know how we can follow up with them on future endeavours and show our support."

"I loved that it was diverse!! I had a chill up my spine seeing those proud actors up on stage! I've been to many showcases but never have I seen anything so diverse. Also I loved seeing the writers and directors get up and speak!"

"It would have been exciting to see the auteur style of each director. If each scene was shot the way the director and writer wanted it, it would become easier to conceptualise into something people can take and put straight into the industry."



APPENDIX A

Equity Foundation Screen Diversity Actor Mentorships

All of the following arrangements are valid for one year after the Showcase (until July 2019) :

Screen Australia

Screen Australia will provide a mentor to work with Showcase participants during the year after the Showcase.

Network Executives

Before the Showcase, network executives agreed in principal to work together with their production companies to consider Diversity Showcase actors for their programming.

Casting Directors Guild

CGA will provide opportunities to meet and arrange go-sees with CGA members in each actor's state/local area. Proposed meeting opportunities include:

- Initial go-see in the first 2 months after showcase with local CGA members. This involves a 10 - 15 minute meeting, discussing experience, aspirations, initial coaching and advice from Casting Director(s). Scene or monologue could be performed.
- Second meeting roughly 4 - 6 months after showcase as an opportunity to demonstrate skills progression for performer and further advice and consultation provided by Casting Director(s).
- Audition reader opportunity on auditions for TV, film and TVCs with CGA members. One day of audition reader work (preferably paid) to gain insight into the audition room environment and the intricacies of casting.

Agents

Contact details of reputable, local agents to be provided to participants by Equity Foundation.

Producers

Producers who have expressed interest in working with Showcase participants will be put in touch with them and arrangements will be made for their mentorships on a case by case basis.

Established Diverse Actors

Showcase participants will have the opportunity to meet with a diverse actor who is established in their career. The two will meet over a two month period...

Sydney Actors Collective

SAC will offer \$500 financial credit to participating actors. If actors are in Sydney, they can use this credit at the school. If they are interstate, they can use the credit for online courses. They can also use that credit for one on one training (via Skype) to further train. If they are in the state they can use that credit for SAC facilities which include self taping, classes, coaching and masterclasses.

Equity Foundation

The Equity Foundation will leave a set number of openings in their workshops and masterclasses for participants of the Showcase, who have become Equity members.

Showcast

The Showcast profiles of the 30 shortlisted actors who were chosen by our industry selection panel will be sent to casting directors across Australia.

APPENDIX B

Media report



HOME NEWS WHAT'S ON FILM TV DIGITAL BUSINESS TECH IN PRODUCTION VIDEOS SUBSCRIBE SEARCH

First Diversity Showcase participants named

11 July, 2018 by Staff Writer

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7/3/2018

Don't box me in, put me on the box: TV's diversity drive

THE AUSTRALIAN

Don't box me in, put me on the box: TV's diversity drive

JUSTIN BURKE THE AUSTRALIAN 12:00AM July 3, 2018

Yerin Ha was born and raised in the northern suburbs of Sydney with her brother and their Korean-born parents.

At that time she could comprehend — though barely spoke — and was even less interested in her cultural heritage. But when it crystallised at the age of 15, and she had rarely seen an Asian face on television “besides Jackie Chan or Lucy Liu”, she made a radical decision.

“I flew to Korea and auditioned for a performing arts school in Seoul and spent my final high school years there,” says the 20-year-old graduate from Sydney’s National Institute of Dramatic Art this week.

Show us your diversity

Posted on July 18, 2018 by CVA-News in Local News



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AUGUST 17 2018 - 10:57AM

St George actress shines in diversity showcase

Alison Adams

Community

SHARE TWEET

St George actress Andrea Solonge has described her involvement in a diversity showcase organised by the Australian Equity Foundation as a "life-changing experience".

Ms Solonge, 21, attended Port Hacking High School and has lived in the same St George street for the last 19 years.



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SPORTS NEWS



Superman flying high
October 1, 2018



Yamba Prawn Shark contest the
Pacific Triples at Norfolk Island

Times

JUST IN NEWS SPORT WHAT'S ON LIFESTYLE JOBS MOTORING REAL ESTATE OBITUARIES CLASSIFIEDS

DEVELOPING STORY

AUSTRALIANS MOST HATED TAX FINALLY TO BE SCRAPPED More



ACTING UP: Jean-Pierre Yerma. Pictur: CONTRIBUTED

NEWS

Busy year for actor who calls Airlie home

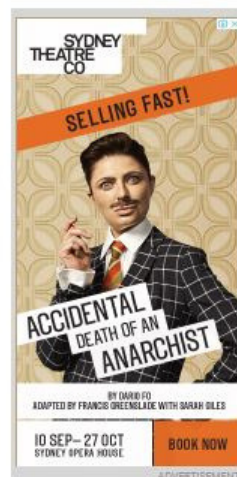
by Gregor MacTaggart

14th Sep 2018 2:00 PM



JEAN-Pierre Yerma is living proof that it is never too late to try something new in life.

The man better known as "JP" was born in the south-western French town of Pau before emigrating to Australia with his family at the age of six.



JUST IN >

'Slight amount of steam or white smoke' at Peabody mine

