



Practical Tips for Creative Diverse and Inclusive Environments

The New Zealand Film Commission (NZFC) [He Ara Whakaurunga Kanorau | Diversity and Inclusion Strategy](#) has a vision for the NZFC to be an industry leader that fosters a diverse and inclusive environment for the Aotearoa screen sector.

As part of achieving this vision, we strongly encourage our stakeholders and partners – including filmmakers, to champion the aspirations and principles of diversity and inclusion in their work to advance equity in the Aotearoa screen sector. This will look different for each project, programme or organisation and be proportionate to the ambition and scale of the project.

This document provides tips and resources for promoting diversity and creating inclusive environments. It is important to ensure diversity and inclusion is considered in all working environments to ensure everyone is respected, culturally safe, valued for their contributions and have equitable access.

How can I promote a diverse and inclusive environment?

- Accessibility: Create accessibility policies, provide adjustments for staff with disabilities, have space in the budget for accessibility. [Workbridge](#) offers a Workplace Modification Grant to support accessibility requirements in the workplace.
- Accessibility for screen stories: [Able](#) provide media access services such as captioning, subtitling and audio description.
- Appoint specific roles: For example, an Inclusion Specialist, a Cultural Safety Officer or a Wellbeing Officer to provide support for staff, cast and crew wellbeing.
- Audiences for screen stories: Seek out information and make the project accessible to as wide an audience as possible. Create strategies to enable audiences from underrepresented communities to see the project.

- **Authenticity:** Recognise the knowledge and expertise people hold based on their lived experience and prioritise the voices of underrepresented communities. When content is about, or from the point of view of underrepresented communities, ensure you are working with key creatives who have the appropriate lived experience, and that these roles are paid.
- **Collaboration:** Contact creatives, screen sector guilds and organisations to learn more about their inclusion programmes and how you can work together.
- **Development:** Have a Tuakana Teina framework for mentorship. Offer paid apprenticeships and internships to people from underrepresented communities. Offer training opportunities such as work experience, skill/craft development, on-set training.
- **Parental Care:** Offer flexible and robust parental leave, partner with a local child care provider, provide parents with access to child care programmes, support parents re-entering the workforce.
- **Policies:** Create and circulate equity and inclusion, cultural safety, bullying and harassment policies– make these available to everyone and display them. Policies should include clear processes and relevant contact people. Screensafe have a template for a [Sexual Harassment Prevention Policy](#).
- **Principles/values:** Have a set of diversity and inclusion principles or values that are widely circulated to staff, cast and/or crew and actively upheld by leaders.
- **Recruitment:** Advertise roles widely, post advertisements/job call outs on digital channels, social media or by contacting screen sector guilds. Use inclusive wording in advertisements and specifically encourage people from underrepresented communities to apply. Encourage casting teams to search for talent from underrepresented communities.
- **Seek out creatives from underrepresented communities:** The NZFC Talent Development Team can introduce you to a range of talented creatives for screen projects. Please contact: talentdev@nzfilm.co.nz

- Training: Train senior leaders and staff, ensure senior leaders and key creatives learn about cultural safety, equity and inclusion, unconscious bias, bullying and harassment.

The NZFC have compiled a list of organisations and tools that inspire diversity, inclusion and equity in the Aotearoa screen sector here:

<https://www.nzfilm.co.nz/resources/diversity-and-inclusion-resources>

The NZFC can chat with you about ways to make your project diverse and inclusive.

If you would like to speak to someone at the NZFC about diversity and inclusion, or if you have any ideas of how to advance diversity and inclusion that can be included in this document, please email: diversity.inclusion@nzfilm.co.nz