

SUPPORTING GENDER EQUALITY, DIVERSITY AND INCLUSIVENESS

As the state government agency that provides strategic leadership and assistance to the film, television and games sectors in Victoria, Film Victoria is committed to promoting and supporting gender equality, diversity and inclusiveness. This commitment sits within Film Victoria's strategic priority to support the creation of high quality, diverse and engaging screen content.

Film Victoria recognises diversity as differences in gender, age, Indigenous identity, cultural and linguistic diversity (CaLD), disability, sexual orientation, gender identity, geographic location and socio-economic status.

Film Victoria also recognises that gender equality and diversity are industry wide concerns. We expect all of our stakeholders, including screen practitioners, businesses and organisations, to share the responsibility of challenging and changing the status quo.

Our commitment to gender equality

Film Victoria is committed to increasing the representation of women practitioners working across all disciplines in the Victorian screen industry. In the next five years we aim to achieve:

- / At least 50% of writers, directors and producers employed across all film and television productions we fund are women
- / Double the number of women currently employed across all games projects we fund.

Working with the screen industry, we also aim to:

- / Increase the number of Victorian women screen practitioners who are able to secure ongoing careers in the screen industry
- / Increase the number of Victorian women screen practitioners working in under-represented roles across the screen industry
- / Increase the visibility of Victorian women screen practitioners to increase their opportunities for employment.

Our commitment to diversity

Film Victoria is committed to promoting and supporting diversity being reflected in locally created screen content through the practitioners and businesses that create it and in the stories they choose to tell, and the people who attend the events and activities we support. We aim to:

- / Support a slate of content by funding projects that reflect diversity in the creative team; diversity in the content genre, length, format, platform, budget, storylines and characters; and diversity of its target audience
- / Increase the diversity of the Victorian talent and skills base by supporting projects that are created and produced by screen practitioners from different backgrounds
- / Support audience access to a broad range of screen content.

Our approach

Achieving gender equality and increased diversity requires an ongoing commitment. Film Victoria has the ability to control some things and influence others. We will use the appropriate levers at our disposal to promote and drive change. Our long term approach will be underpinned by targeted strategies and initiatives that will be implemented and adjusted as required.

We will continue to develop, fund and implement relevant programs, initiatives and policies to promote and support gender equality, diversity and inclusiveness in the Victorian screen industry. While specific strategies may change over time, our focus will remain on increasing diversity on and off screen. Our emphasis in the immediate term is to increase the pool of skilled women available to fulfil key creative and decision making roles across the screen industry.