# Victorian Production Fund – Screen

# Diversity, Equity and Inclusion Plan

VicScreen is committed to promoting and supporting gender equality, diversity and inclusiveness in the Victorian screen industry and requires applicants to demonstrate diversity and inclusion in their applications. We therefore expect that the diversity of your project’s content is appropriately reflected in the creative team and/or that integrated and meaningful collaboration occurs from early stages of development. You must also consider whether your team has the right to include that content and whether the inclusion and expression of the content will be authentic. Read [VicScreen’s Diversity, Equity and Inclusion Roadmap](https://vicscreen.vic.gov.au/about-us/diversity-equity-inclusion/)

VicScreen uses ‘underrepresented’ to refer to people who have been historically underrepresented in the screen industry due to **First Peoples identity, race, cultural background, gender, sexual orientation, disability, age, socio-economic background and/or geographic location.**

Provide details of how your project addresses the below areas from a diversity, equity, and inclusion perspective.

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| --- | --- | --- |
| Area | Current Status*Describe your project and team’s current state in terms of DEI* | Desired Change / Outcome*Describe what changes you will drive during this funded period (if relevant) including the specific steps, processes, or actions you will take to achieve the intended change or outcomes* |
| **Key Personnel***How will your project advance diversity across project leadership and key creatives (Producer, Writer, Director)?* |  |  |
| **Production Talent / Team***How will your project advance diversity across the broader team, if different to the Key Personnel above?* |  |  |
| **On-Screen Elements** *How will your project address meaningful on-screen representation of diversity in main protagonists, themes and narratives?* |  |  |
| **Mentoring / Talent Development***How will your project enable industry access and opportunities for training/career progression/mentoring?**If relevant, please detail your commitment to, or track record of, providing BLT training or career development opportunities.* |  |  |