

EIF Careers Program

Industry Employer Partner Roundtable Recap
May 2023



Thank you for your engagement!

When we started this journey four years ago, there was curiosity but hesitation amongst industry stakeholders on how we might come together to better support candidates from underrepresented communities seeking employment in the entertainment industry.

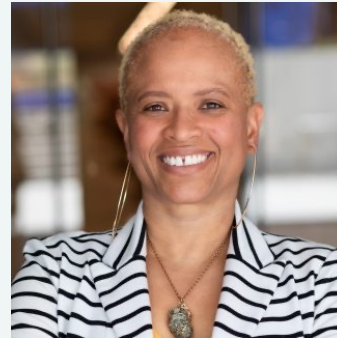
A lot has changed over the past four years. At the EIFCP April 19th Industry Employer Roundtable, it was clear that each and every one of you came into the conversation with so much energy and openness to get to the crux of how we might collectively move forward to realize real, sustained change for underrepresented candidates.

Thank you for bringing that enthusiasm! We ***look forward to collaborating with you all to keep the momentum going*** so that we can move the entire industry forward.

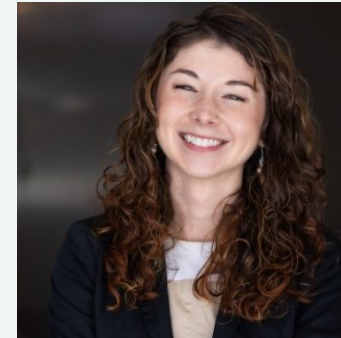
As a part of our follow up, we have enclosed the following materials in this document:

1. Shared takeaways that emerged across EIFCP recent roundtables
2. Best practices shared during the Industry Employer roundtable
3. Poll results from the question we posed: *What would you like to accomplish together as a collective?*
4. A page about EIF Careers Program that you can share with colleagues who might be interested in working with us
5. Poll results from the Educators Roundtable held on April 26th from the question we posed: *How would you rank the supports/resource ideas surfaced today?*

Please reach out to us to help you in your future candidate sourcing needs!



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There were **five takeaways** that emerged across the recent roundtables that EIF Careers Program sees as key opportunities for future collaboration.

1

Collective action and accountability is needed across stakeholder groups to ensure that aspirations for the future will be met.

2

Infrastructure (e.g., communication channels, shared resources, co-developed programs) must be built and sustained to enable more meaningful connections across stakeholders.

3

Students and candidates need ongoing support beyond their first industry access point in order to build momentum and connect to resources that offer better outcomes.

4

Industry commitment to prioritize and create broader and equitable access to resources and supports (e.g., networking, coaching, set/site visits) is needed to support students.

5

Shared alignment on key aspects of entertainment industry curriculum that support job readiness would be beneficial to both educators and employers.

Best Practices

During the roundtable, participants shared best practices that they leveraged in their workplaces. This list is not exhaustive of all practices surfaced during the meeting but represents the types of activities that are making an impact in participants' workplaces.



Support Candidates in the Interview Process

- **Demystify the interview process** by providing candidates with information (e.g., format, questions) in advance of their interview so they can be confident in their preparation.
- Build **research requirements** (e.g., role, company, trends) into the interview process so that candidates show up knowledgeable.
- Don't make **candidates explain or defend** who they are with specific questioning (e.g., "Why did you chose to go to an HBCU school?").
- With hiring managers, question what the **true minimum requirements** of a job might be (beyond legal requirements) and identify what credentials are necessary.



Build Thriving Environments for Diverse Employees

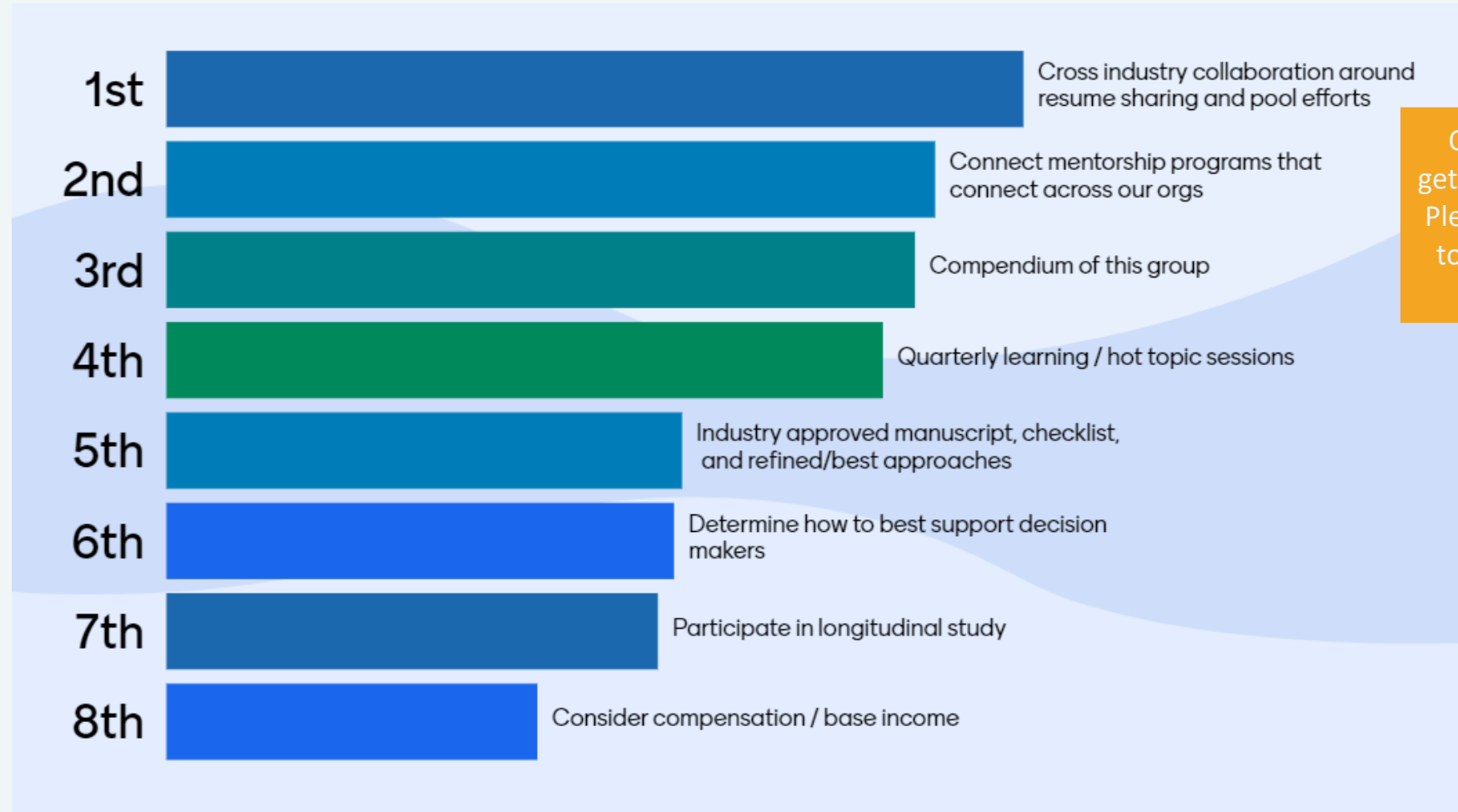
- **Conduct "Stay Interviews"** across employee groups to discuss ways to improve culture and belonging to retain diverse employees and ensure that managers have the supports needed to help diverse employees thrive.
- Design mentorship programs so that **mentors are paid or receive a meaningful benefit** to elevate the work they are doing and help reduce burnout.
- Provide **more bias training and supports** for hiring managers on a regular basis.



Make the Case to Leadership that DEI is a CEO Objective

- Provide leadership with examples of other companies that have **elevated DEI to be a meaningful line item** in the company's budget.
- After key meetings and summits, invite decision-makers to **hear best practices surfaced** and challenge them to financially commit to achieving a clear goal.

Poll Results: What would you like to accomplish together as a collective?



Our team is very interested in getting these ideas off the ground. Please reach out if you would like to collaborate with us on any of these potential activities.

Thank you!



Appendix



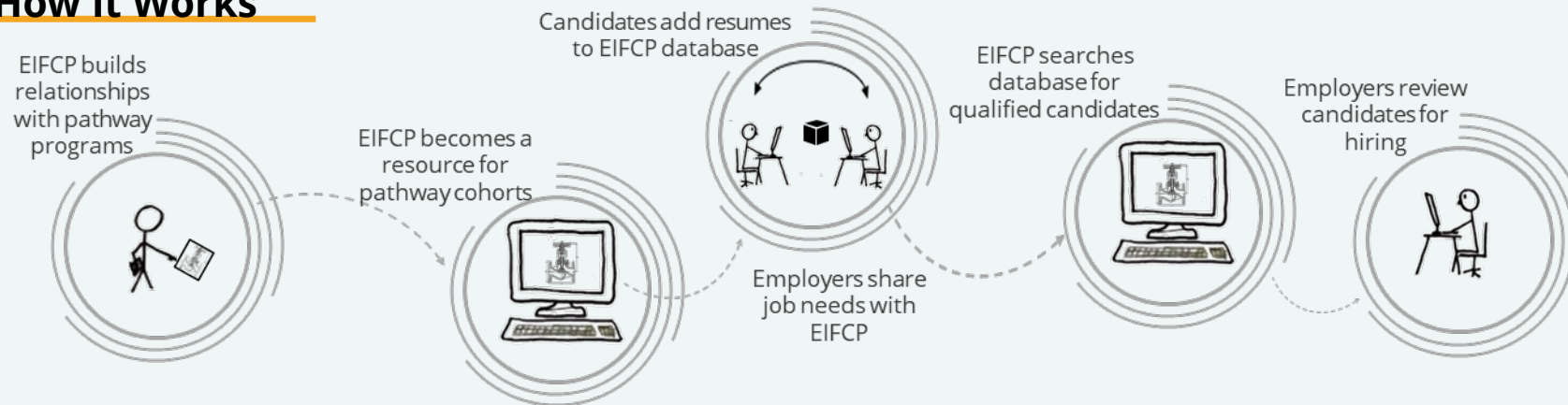
EIF Careers Program

The EIF Careers Program serves as a bridge between pipeline training programs, program alumni, and industry employers looking for talent from low-income and historically excluded communities.

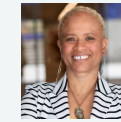
Our Mission

The EIF Careers Program (EIFCP) reflects a broad spectrum of diversity across communities who have historically been excluded from the entertainment industry, with a particular focus on racial, ethnic, gender, disability, and socio-economic status. We believe that the inclusion of diverse perspectives is essential to achieving systemic change.

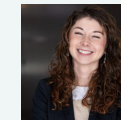
How It Works



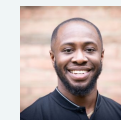
EIFCP Team



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Founding Industry Partners

Disney General Entertainment Content



NBCUniversal WARNER BROS. DISCOVERY

Founding Career Pathway Programs



MANIFESTWORKS



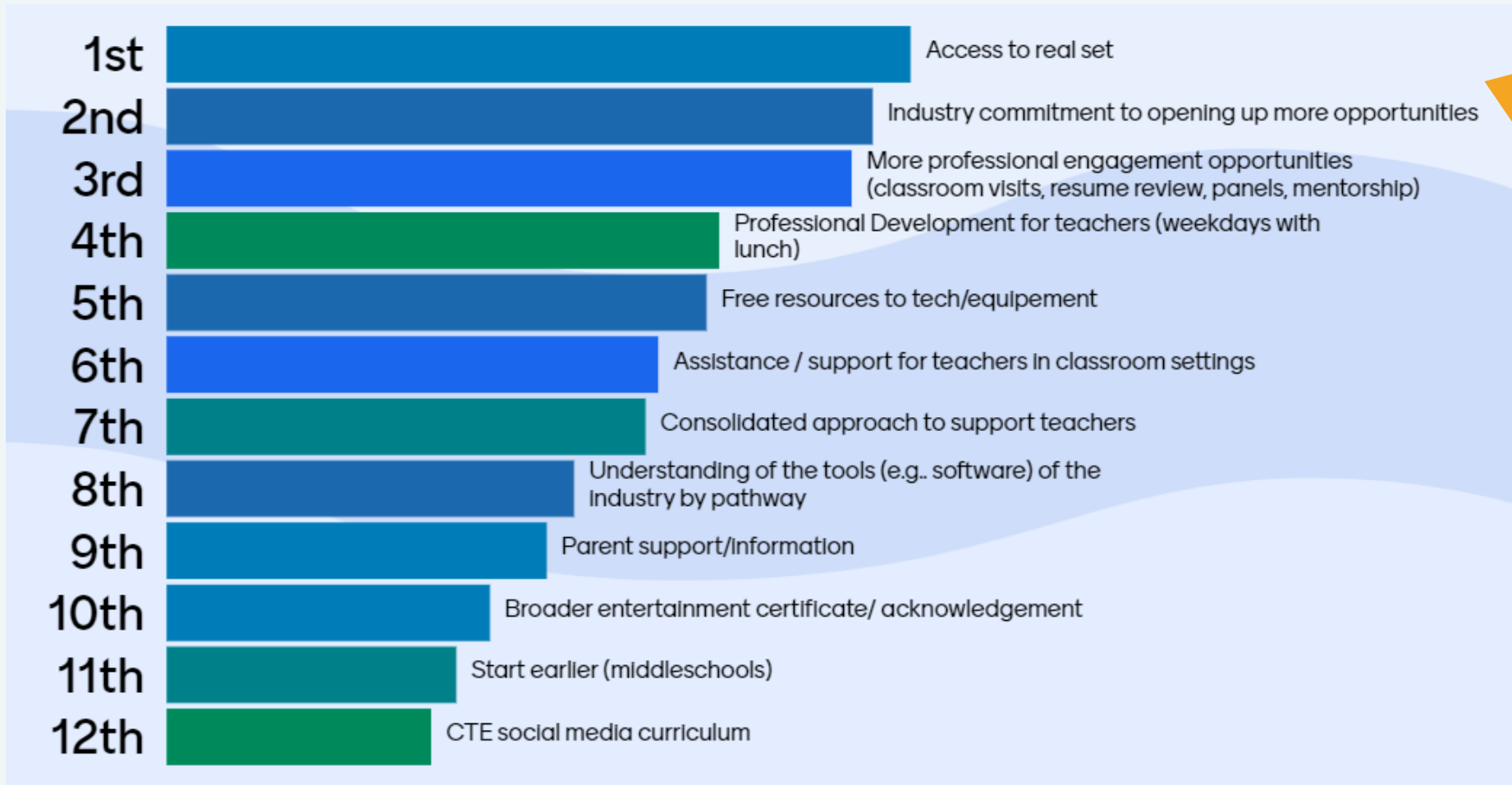
Television Academy Foundation



Technology Partner

crewvie

Poll Results: How would you rank the supports/resource ideas surfaced today (in order of greatest need)?



After this poll was conducted, Advisory Council support was identified as the top need by participants. EIFCP believes that the Advisory Council can be designed to hold a number of these supports in addition to meeting the Advisory Council functions needed by educators.