

Creating a diverse workplace with authentic multicultural voices; how can we create real long-term equality?

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ABSTRACT

Computer graphics media industries see themselves as forward thinking and inclusive. However, BIPOC (black, Indigenous and people of color) are often not at the table when issues regarding inclusion are discussed. Inclusion requires a plan that reaches not only the candidate, but the educational and home communities a candidate is from. This panel will discuss the experience of BIPOC artists entering a predominantly white male workforce and what change must occur to make the journey a little better for everyone.

Filmmakers, artists, and educators comprise this panel and will represent the barriers experienced by persons of color that occur not just at the interview, but in the educational system and BIPOC community. They will share experiences on production and give honest feedback on how to create positive change.

CCS CONCEPTS

• **Social and professional topics** → User characteristics; User characteristics; Race and ethnicity; User characteristics; Cultural characteristics.

KEYWORDS

Equality, Human Resources, Fair workplace, workplace, diversity, inclusive

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1 BIOGRAPHIES

Panelist: Dr. Lincoln Johnson. Education professional with EdD in Educational Leadership from USC with a concentration in Higher Education Leadership. Professor with the Los Angeles Community College System, and former supervisor of correctional education programs at the California Department of Corrections and Rehabilitation. Mentor to many young black men seeking opportunity.

Panelist: Sonya Carey. After moving to Los Angeles, California, USA, and taking a personal interest in animation, Sonya landed her first job, as a compositor on the Ren and Stimpy show. Within just a few years, the paperless 2D animation technology exploded and Nelvana, Toronto's Premiere Animation studio announced its new 2D digital division. Sonya took that opportunity to return to Toronto and was hired in the composting department. Now, after 25 years of experience in the animation industry as an artist and Producer, Sonya is sharing her knowledge through teaching.

Panelist: Magdiela Duhamel. Throughout her career at various studios (FX Networks, DreamWorks Animation, Marvel Studios, Warner Brothers Animation, FOX,) she has contributed to multiple projects that include "Trollhunters: Tales of Arcadia", "Dragons: Race to the Edge", "Rocky & Bullwinkle" and Marvel Studio's first animated series, "What If...?". She is currently the Production Manager for Nickelodeon's The Casagrandes. Magdiela founded LatinX in Animation, a non-profit organization under the Latino Film Institute created to build a community for Latinx professionals that work in different roles throughout Animation, VFX, and Gaming industries. She serves as its CoDirector, connecting new and experienced professionals in the entertainment industry.

Panelist: Guillaume Champavere. COO Emile Cohl Art Academy Cohl.art; Providing a scholarship arts education to underrepresented artists. Guillaume began Emile Cohl Atelier as a response to the need for a more inclusive workplace. Emile Cohl Atelier has graduated over 30 students from underrepresented communities as part of a pilot Arts program in Storyboarding and Background Design. Students did not pay tuition. Initial financial backers of the program include DreamWorks and Epic Games.

Host: Dr. Pat Beckmann Wells. Dr. Pat Beckmann Wells, EdD., co authored 'Face It! A visual reference for multi-ethnic modeling' with Scott Wells (Treyarch), in response to the adoption of their

multi-ethnic son to encourage character artists to inform character designs with forensic research. Pat and Scott speak at media production studios, most recently Pixar.

Pat created and produced the 'FJORG!' animation marathon over four years with SIGGRAPH, bridging over 150 talented graduates from around the world to industry.

Her films were featured in over 280 festivals internationally: Slamdance, Lunafest, and the Los Angeles County Museum of Art, among others. She is currently working on her first feature film

which recently has been awarded prize funding. She is currently a tenured professor at Irvine Valley College leading the Interactive Media Art program.

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American for the Arts: 10 Arts education fast facts.
<https://www.americansforthearts.org/by-topic/arts-education/10-arts-education-fast-facts>.