

Equity Through Design Mentorship

Mission Statement:

We are stage and film design professionals, members of United Scenic Artist Local 829, creating mentorships for Black, Indigenous, and People of Color [BIPOC] from a range of junior high school, high school and college students.

We strive to expand their orientation towards non-performance based careers in Film/TV/Theater by providing interactive career discussion panels and one-on-one artistic, personal and professional mentorship. Inherent in this mission is the intent to develop an awareness of the design and craft-oriented career possibilities in our field as well as guidance toward film and theater educational programs in the New York area. At the heart of these efforts is giving attention to the individual students and fostering a reciprocal relationship between USA 829 and scholastic organizations in an effort to shift the culture of both the schools and the entertainment industry toward values of diversity, equity and inclusion.

We seek to be a resource for advocacy and a learning center for our community: encouraging educational institutions to recruit and retain an inclusive student body, supporting diverse students to become professional artists with a sustainable lifetime in the entertainment arts and pushing our industries to be centered on an anti-racist ethos.

Program Outline: *Fall 2020 - Spring 2021 Academic Year*

Role Definitions:

Academic Participant: School (High School, College etc) that has agreed to participate in the program.

Academic Liaison: Core organizing professionals of *Equity Through Design Mentorship* and members of USA 829, with direct relationships to the Academic Participants.

Student Participant: a student enrolled in one of the Academic Participant schools in the 2020 – 2021 academic year. Student Participant refers to both students who become mentee (though submit -ing an ETDM application) and students who participate in ETDM Community Activities.

Primary Mentor: A career entertainment industry design professional working directly with one student participant throughout this program. Note for some high school Mentorships one-one mentorship will not be possible.

Guest Mentor: A career entertainment industry professional involved in a portion or entirety of the program. As an example participating as a speaker on a panel.

Outline of Activities and Events:

Note, all scheduled weeks listed are still being finalized. In addition all sessions listed below will be conducted virtually due to COVID-19.

Mentor Training: *Week of August 24, 2020*

Essential training for all mentors that will address both program specific training and overview as well as anti-racism and implicit bias training.

Kickoff Introduction Panel: *Week of September 28, 2020*

This will be each Student Participant's introduction of *Equity Through Design Mentorship*. A panel of Primary and Guest Mentors will virtually discuss their professional experience concluding with a Q&A from the students about the program.

Student Participant Applications Due: *October 14, 2020*

Creative Panel Series: *November 2020 – April 2021*

Additional moderated conversations with Primary and Guest Mentors discussing their creative process to increase exposure to the entertainment industry.

Production Team Panels: *2 panels*

A panel discussion of creatives that collaborated on a specific production. Ideally, a production that has aired so that video may be provided and any combinations of the Production Designer, Costume Designer, Art Director, Set Decorator, and if available Director, Cinematographer and Gaffer may speak from concept to execution.

Department Craft Panels: *2 panels*

A panel discussion of creatives that all share a common position (i.e. Production Designers or Costume Designers or Art Directors, etc.) or operate within a specific department (Graphics / Set Design or Costume / Wardrobe, etc.). Each panelist would provide examples of creative work that informs their specific emphasis of the project (renderings, sketches, fabric swatches, drafting, mood boards).

Primary Mentor / Student Participant Recommended Activities: *Nov 2020 – May 2021*

In addition to the creative panel series Primary Mentors will be available to communicate with their assigned Student Participant throughout the length of program for brief general guidance (i.e. portfolio and career opportunity questions).

Regular Correspondence: *touching base begins in November*

Primary Mentors advise Student Participants through regular contact about their progress to engage with their education and design skill set development. Estimated Bi-Weekly.

Shadow Site Visits: *one-on-one, TBD Per COVID-19 Health and Safety Guidelines*

Student Participants visit a production in progress, exploring the art department, costume shop, and sound stages to meet and hear from as many crew in their work environments as possible. The frequency and amount of permitted Student Participants will be dependent upon each production studio.

Pop-Up Practical: *team building in Spring 2021*

A collaborative, design based exercise that would focus on the process of working as a creative team. Likely to be partnered with the aforementioned Creative Panel Series.

Student Participant Exchange: *Spring 2021*

High School Student Participants will be able to shadow College Student Participants, exploring not only campus setting, design classes, but also their potential shared experiences.

End of the Year Celebration: *Week of May 3, 2021*

Celebratory gathering of all Student Participants and Primary Mentors to showcase accomplishments and present scholarship and internship awards.

Academic Liaisons and Participants:

Academic Liaisons:

Core organizing professionals of *Equity Through Design Mentorship* and members of United Scenic Artist Local 829 with direct relationships to the Academic Participants.

David M. Barber
Toni Barton
Luke Cantarella
Gary Cergol
Patrice Davidson

James J. Fenton
Ina Mayhew
Jane Musky
Debra Ott
Elizabeth Popiel

Ray Recht
Kristen Robinson
Isabel Rubio

Academic Participants:

Middle School

Corona Arts & Sciences Academy (Q)

High School:

LaGuardia School of the Arts (M)
High School of Art & Design (M)
Frank Sinatra School of the Arts (Q)
Fordham High School of the Arts (Bx)*
Brooklyn High School of the Arts (Bk)*
Staten Island Tech High School (SI)*

College / University:

Marymount Manhattan College (M)
Pace University (M)
Purchase College, SUNY
Kean University (NJ)
Montclair State University (NJ)
Western Connecticut State University

**awaiting participation confirmation*