

# Mentorship Program Impact Report

August 29, 2023

# Summary

Industry wide, only 8% of cinematographers are women, BIPOC represented even less.

Our goal is to remove barriers and increase access to the film and television industry for underrepresented communities. The Field of View Mentorship program with the Canadian Society of Cinematographers is a program we support and one that pairs a Mentor with a Mentee for a six-month mentorship involving in-person or online meetings, set visits, feedback on the mentee's work, discussion of techniques, career advice, invitations to location scouts, technical tests, colour grading sessions, and any number of other opportunities that the mentors may be able to offer.

Given the demographic make up of the industry, the mentors are predominantly White men. The mentees, however, in the last cohort were majority non-white and nearly 40% female or non-binary, which we believe the beginning of the facilitation a demographic shift in the world of camera arts.

If this year's cohort is the same as the two former cohorts, the Mentors and Mentees will continue their relationships well beyond the mandated six months.



*Photo: Mentee Tess Gerrard- on set*

# Program Execution

## APRIL 2023

- 2023 Session launched
- 133 Mentee Applications received
- 63 Mentor Applications received

## JULY 2023

- Program is now running - pairing announcements were made week of July. Pairing will end in December 2023
- Paired 63 Mentors and Mentees
- The committee will be contacting all mentees to confirm that their mentors have connected with them



# Program Execution

## AUGUST 2023

- Call for new Mentors and Mentees has been made

<https://csc.ca/mentorship-program/>



*Photo: Ian Spaceman DP'ing - on set*

# Mentor Feedback



Photo: Crew spicing up natural lighting – on set

*“Omnia is on set with us today. The program has been great. Originally, we started on zoom calls as Omnia was in Egypt but now that she’s back in Toronto this is her second day on set with us. The crew is aware of her presence and there’s been several exchanges of information between Omnia and the lighting techs, camera techs as well as the DIT so I think this this onset mentoring has been valuable. She’s taking notes and asking lots of questions. I’ll will be sending her dailies as well for her reference.”*

*JEFF MAHER, MENTOR*

*“It’s been great getting to know mentee my mentee, exchange ideas, discuss solutions to creative challenges, etc. He’s a great guy with a positive outlook, willingness to learn, explore, and grow as a storyteller and craftsman. We’ve had lovely creative sessions where he’s shown me some of his on-going work. I really enjoy our time together. In addition to coffee, email and text exchanges, he was able to join me for a full-day colour session, which he found very informative and interesting. He has a promising future, and I’d love the chance to have him on set.*

*CHRISTIAN BELTZ, MENTOR*

# Mentee Feedback

*“My CSC Mentorship has been fantastic. It’s exactly what I needed to make the leap from doc to narrative. It’s given me the resources, advice, and confidence to work with larger crews, equipment, and setups that I’d never done before. It’s also given me a mentor, colleague, and friend for life.”*

TESS GIRARD

*“The mentorship program is going better than I could have ever expected!. My mentor, Bryn McCashin, has put in a tremendous amount of effort and time to ensure that the experience is the best that it could possibly be. He has, on multiple occasions, spent full days guiding me through one-on-one lighting and camera workshops, helped with pre-production on my shoots, and come out onto my sets to give me guidance on my process.”*

CAMERON HEO

*“It has been quite a great experience connecting with my mentor. He has given me invaluable knowledge and guidance with some of my projects, as well as good mentorship when it comes to career growth and prospecting. Overall, the mentorship program has been of great help to me. The CSC as a whole has been great when it comes to offering student members such as myself, the right guidance and instruments to grow our careers.”*

MATT LABRA



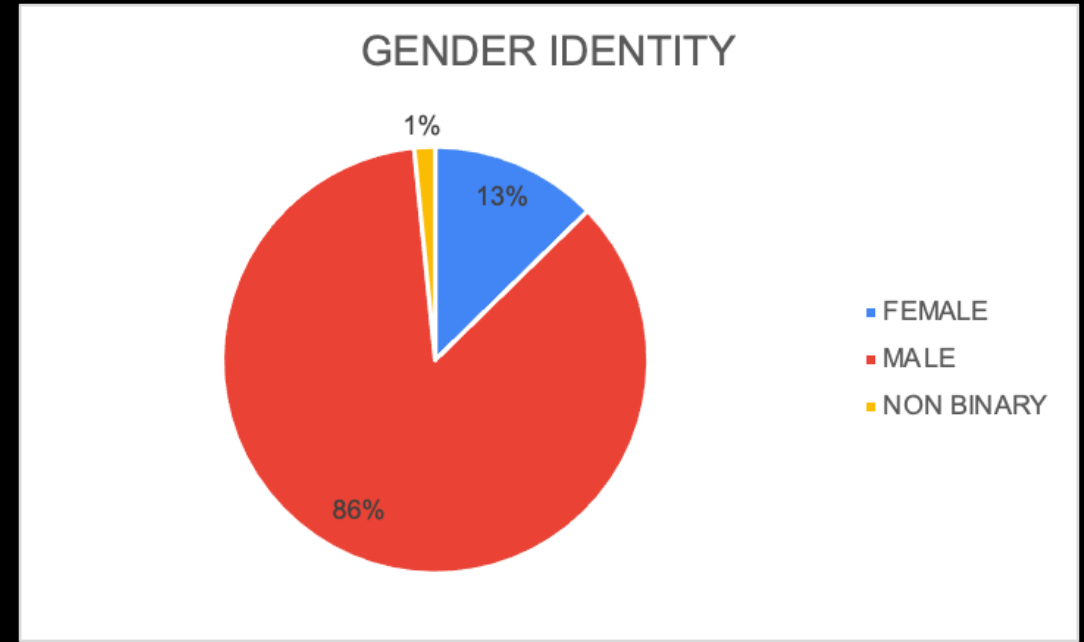
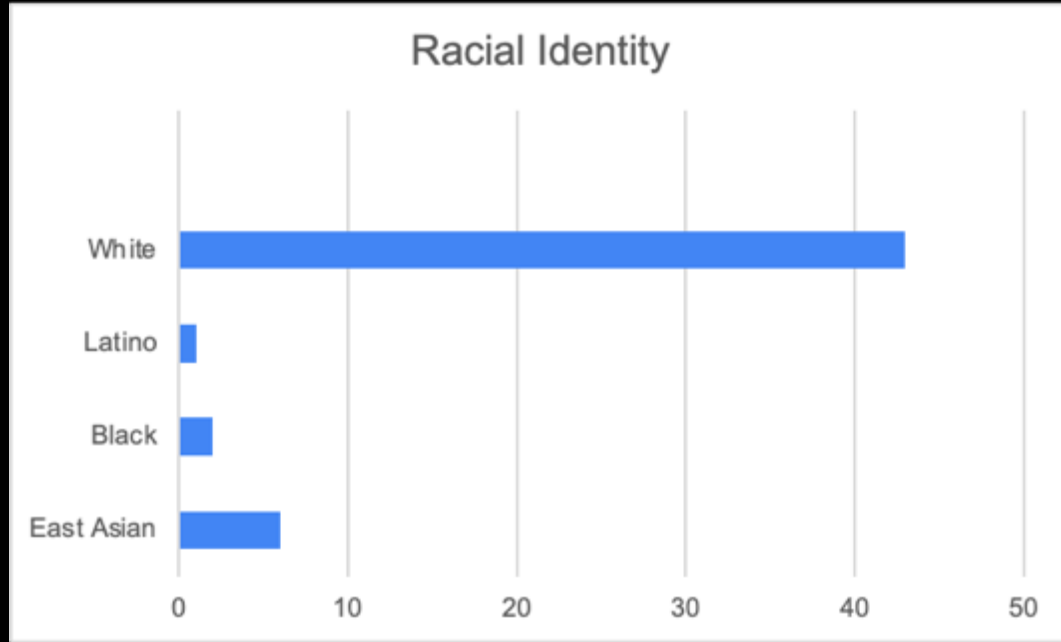
*Photo: Twentynine Palms\_Ian\_s CRLSes in action*

8/30/23

# Demographic Shift

From mentor to mentee

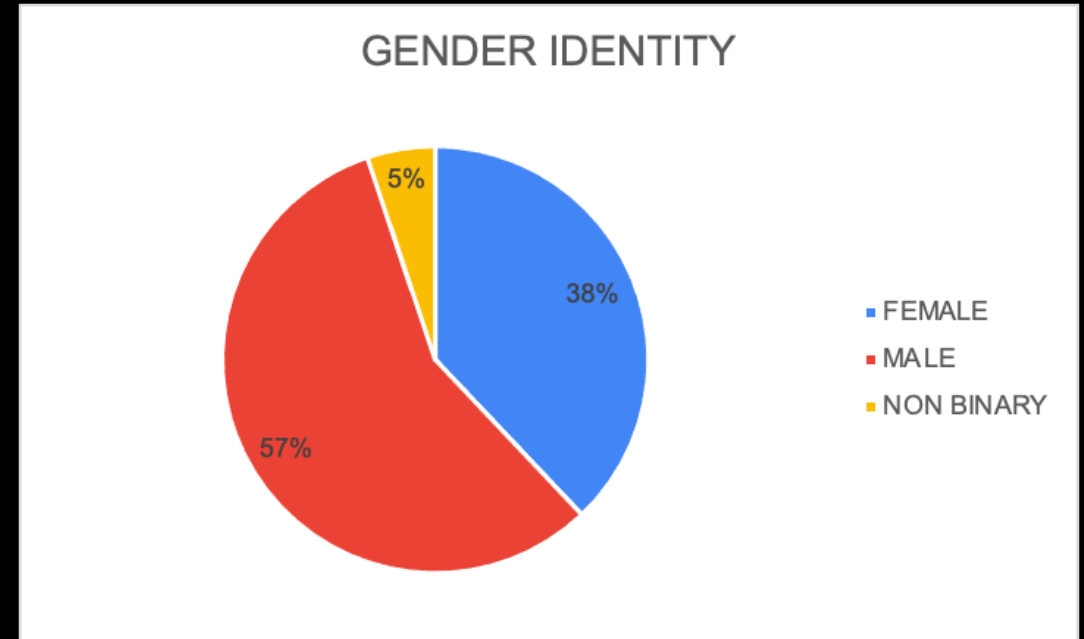
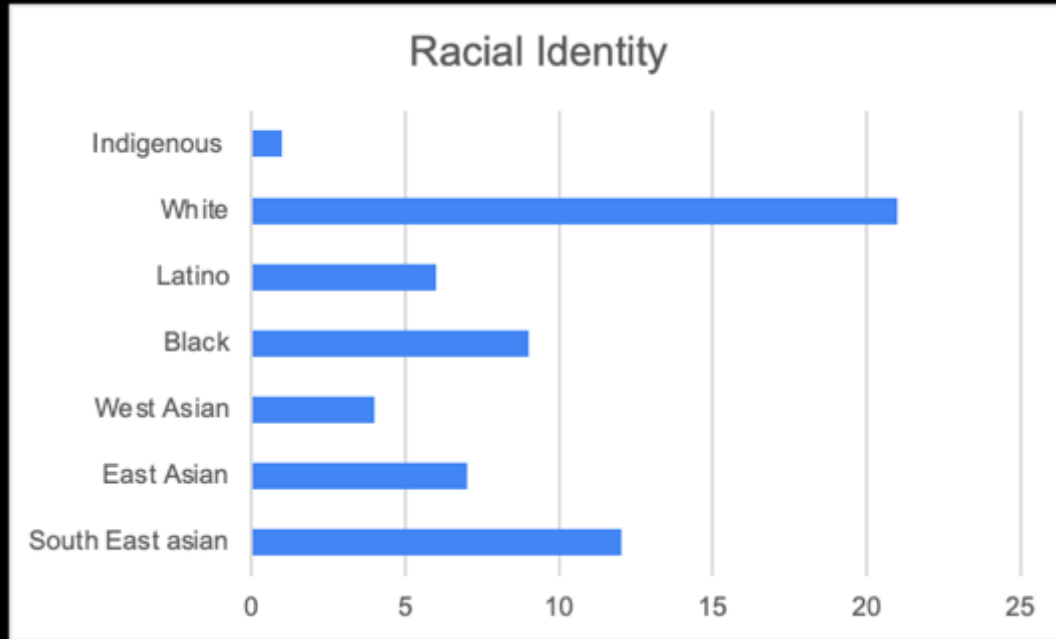




# Mentor Demographics

Predominantly white and male





# Mentee Demographics: Current Cohort

Majority non-white; close to 40% female



CANADIAN SOCIETY  
OF  
CINEMATOGRAPHERS

*the* **FOUNDATION** *of*  
**CINEMATOGRAPHY**