



FUTURE IS CALLING INTERN INITIATIVE REPORT

THE FOUNDATION OF CINEMATOGRAPHY

AUGUST 22, 2023

“ Sony is deeply concerned about the inequities that exist in film and television, as well as the entertainment industry more broadly, and are very pleased to be supporting The Foundation of Cinematography through Sony’s global Social Justice Fund.”

We are thrilled to be able to help establish such an important charity.

— MARK SADDLETON
Head of Country for Sony in Canada.

Image from HAPPY FOR YOU | a film by FRANCIS LUTA | Cinematography by ADAM MADRZYK

THE NEED

Racial, economic and gender injustice are acting as a barrier to accessing jobs the film and television industry, particularly in the area of cinematography, lighting and the camera department of production. At the same time, the film and television industry is growing at such a rate that skilled workers are in high demand. In 2019, the Ontario film and television industry generated 44,540 full-time equivalent (FTE) direct and spin-off jobs, a 20.4% increase from the 37,000 FTEs generated in 2018. In 2020, while navigating the challenges of COVID-19, the industry contributed \$1.5 billion to Ontario’s economy creating 29,667 high-value full-time equivalent direct and spin-off jobs for Ontarians. Yet, equity behind the camera continues to be a problem acknowledged across the industry. Given industry growth, we are in a unique moment to reach out and develop new talent from marginalized communities.



THE NEED

The Foundation, in partnership with the CSC and the film and television industry, is building the bridges needed to reach out to marginalized communities across the province with this unprecedented training opportunity in the Canadian Society of Cinematographers trailblazing internship program. Because of CSC's relationship with industry leaders and the demonstrated support those leaders have for the Initiative, our support of this project offered an opportunity not available elsewhere. It provided on-the-job training and ongoing support for interns from underrepresented communities and was the entry point into an industry looking for skilled employees in well-paid jobs.

DEMOGRAPHICS OF PARTICIPANTS

Men: 40%

Women: 60%

BIPOC: 86%

Self-Identified Indigenous Person: 6%

Self-Identified Newcomer: 20%





THE PROGRAM

The Future is Calling Internship Initiative, designed in consultation with industry partners, involves a 12-week PAID program that includes placements in:

- In a film gear rental house
- On the set of a live production
- In a post-production facility

The intern will also take union courses, such as the set-etiquette and safety courses offered by NABET 700 and IATSE 873.

The CSC will:

- Coordinate all partners (such as production, industry, union partners) involved in providing a wide-ranging internship
- Work with community groups across the province to recruit interns
- Screen interns prior to placement
- Provide oversight and support for interns



THE RESULT: AS OVERSEEN BY THE GOVERNMENT OF ONTARIO

- Project has expanded its reach within the industry to garner interest from possible new partnerships.
- 100% of participants completed the project's program and outcomes were achieved, with overall satisfaction reported through participant feedback conducted by ministry monitoring activity.
- CSC has shown progress with the project throughout the agreement and has achieved its objectives and made an impact on the industry.
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Expense type	Amount
Salaries and wages - Administrative (Bookkeeping)	6,000
Salaries and wages - Administrative (CEO & Strategic Partnership Director - .10 FTE, 12 months)	28,395
Salaries and wages - Operations (Internship Manager - 1.0 FTE, 12 months)	87,918
Salaries and wages - Intern Pay and Allowance (15 x \$6,897.10)	139,806
Travel Costs - Interns	22,160
Total Expenditure	\$ 284,279.00
Revenue	
Ontario provincial government - Skill Development Funds	188,010
The Foundation of Cinematography	97,786.81
Total Revenue	\$ 285,796.81
Result (Surplus/Deficit)	1,517.81

BUDGET

FIRST COHORT
OF INTERNS
WITH PROJECT
SUPPORTERS,
IATSE 667



The
Paul Bronfman
Family Foundation

SONY



CANADIAN SOCIETY
OF
CINEMATOGRAPHERS

the
FOUNDATION *of*
CINEMATOGRAPHY

Canada 

**EMPLOYMENT
ONTARIO**

Ontario 