



***Paul Bronfman***

***Mentorship Program***

***Report***

Funded by the Canadian Foundation for Cinematography

Implemented by the Canadian Society of Cinematographers

# ***Executive Summary***

Industry wide, only 8% of cinematographers are women, BIPOC represented even less. The goal is to remove barriers and increase access to the film and television industry for underrepresented communities. CSC's The Field of View Mentorship program pairs a Mentor with a Mentee for a 12-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, but trends identified in 2023

# **Executive Summary (continued)**

continue to hold in 2024 and become more prominent, with the highlights including:

- The vast majority continue to be male (84% in 2024; 84% in 2023)
- The percentage of BIPOC mentors increased to 32% of all mentors in 2024 from 25% of all Mentors in 2023
- 75% of Mentees identified as BIPOC in 2024, an increase from 63% of all Mentees in 2023

One element to take note of, however, is that the number of female-identified Mentees decreased to 26% of all Mentees in 2024 from 38% of all Mentees in 2023.



Gabriela Osio Vanden Associate Member

## **Purpose**

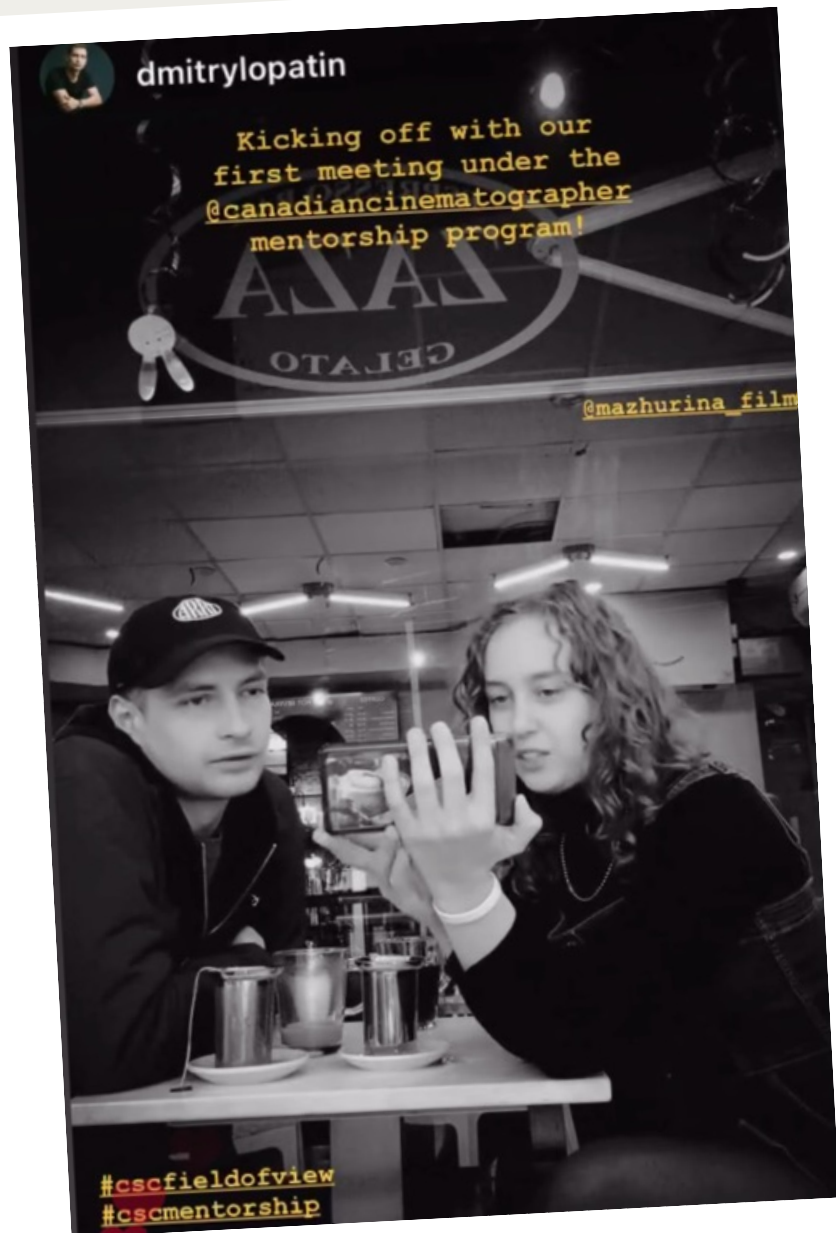
The On-set Apprenticeship Program is aimed at reducing barriers and improving access to Tier A sets for Black, Indigenous, People of Colour and women.



Maya Bankovic csc and Christina Ienna Associate Member teach lighting.

## **Need**

Industry wide, only 8% of cinematographers are women. The representation of BIPOC cinematographers is even less.



## **The arc is bending**

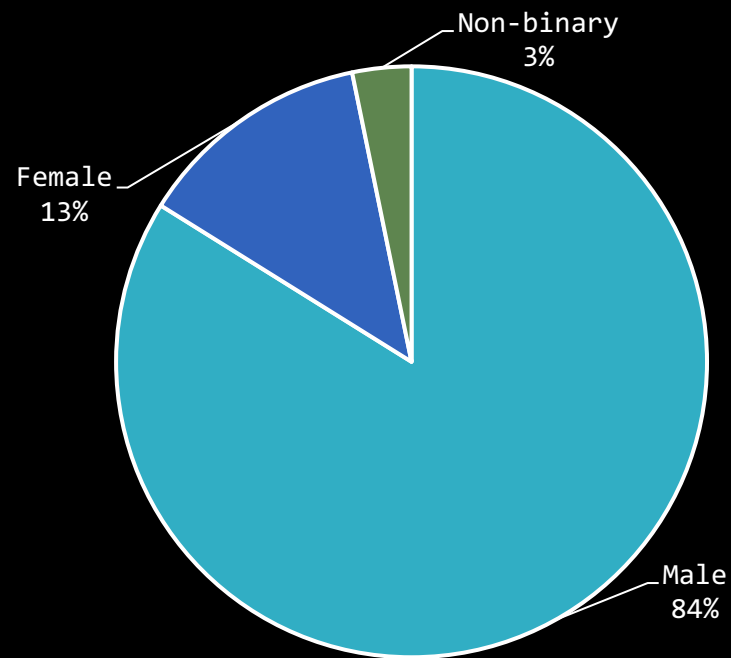
Given the demographic make up of the industry, the mentors are predominantly white men. The mentees, however, in the last cohort were majority non-white and nearly 40% female or non-binary, which we believe is the beginning of the facilitation of a demographic shift that includes more participation of people from currently underrepresented communities.

# ***Program Participant Demographics***

# Mentor Demographics

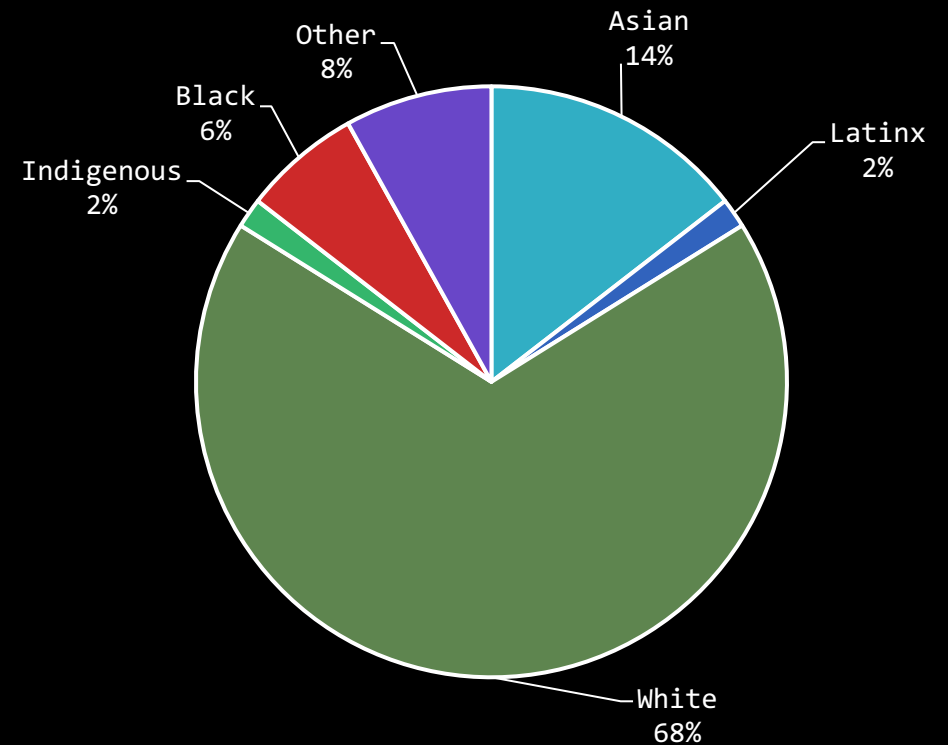
## GENDER IDENTITY

Total Number of Mentors = 62



## RACIAL IDENTITY

Total Number of Mentors = 62

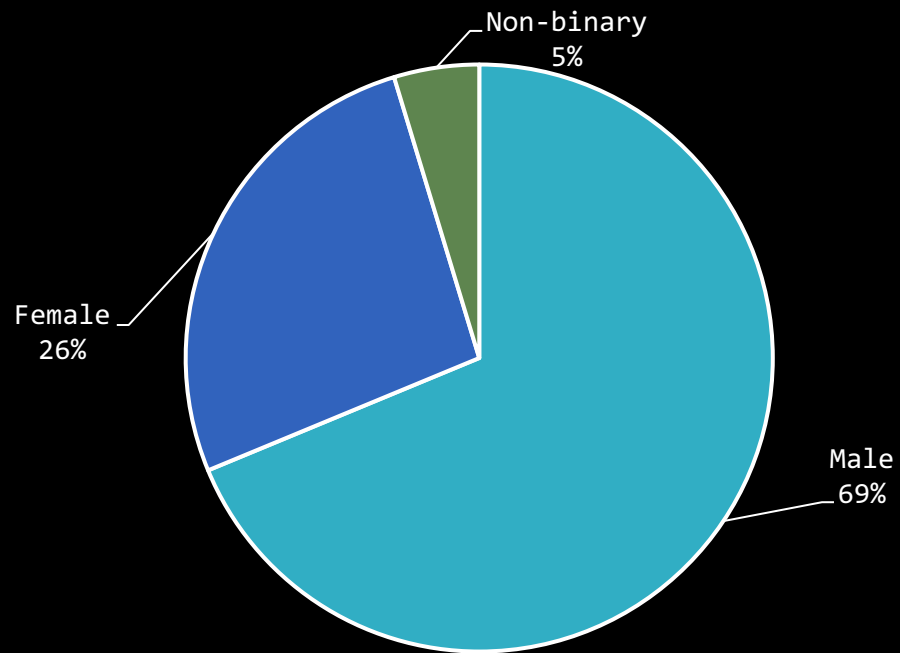




# Mentee Demographics

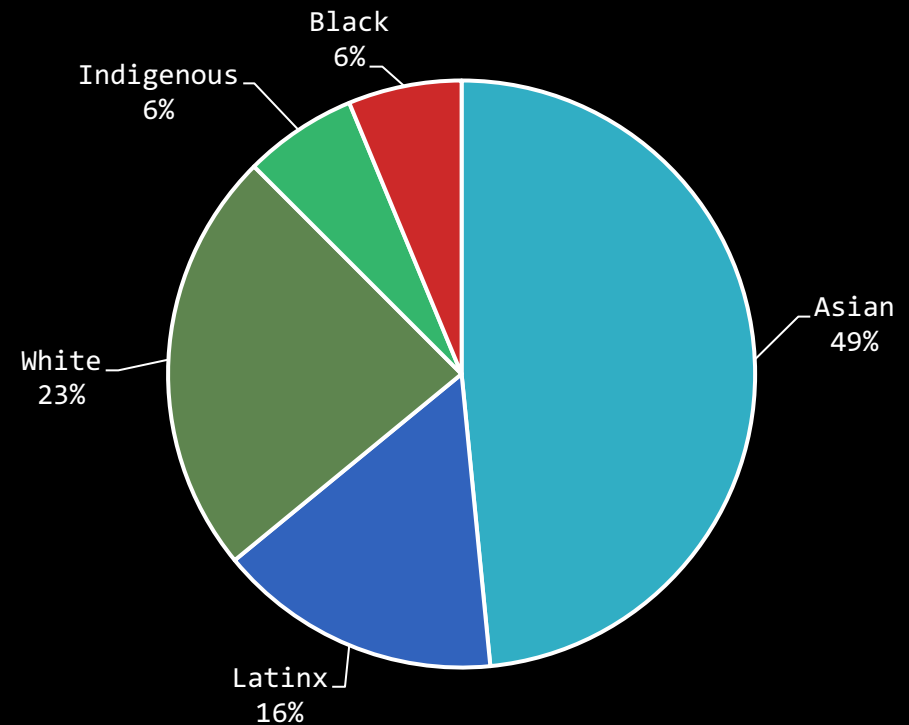
## GENDER IDENTITY

Total Number of Mentees = 64



## RACIAL IDENTITY

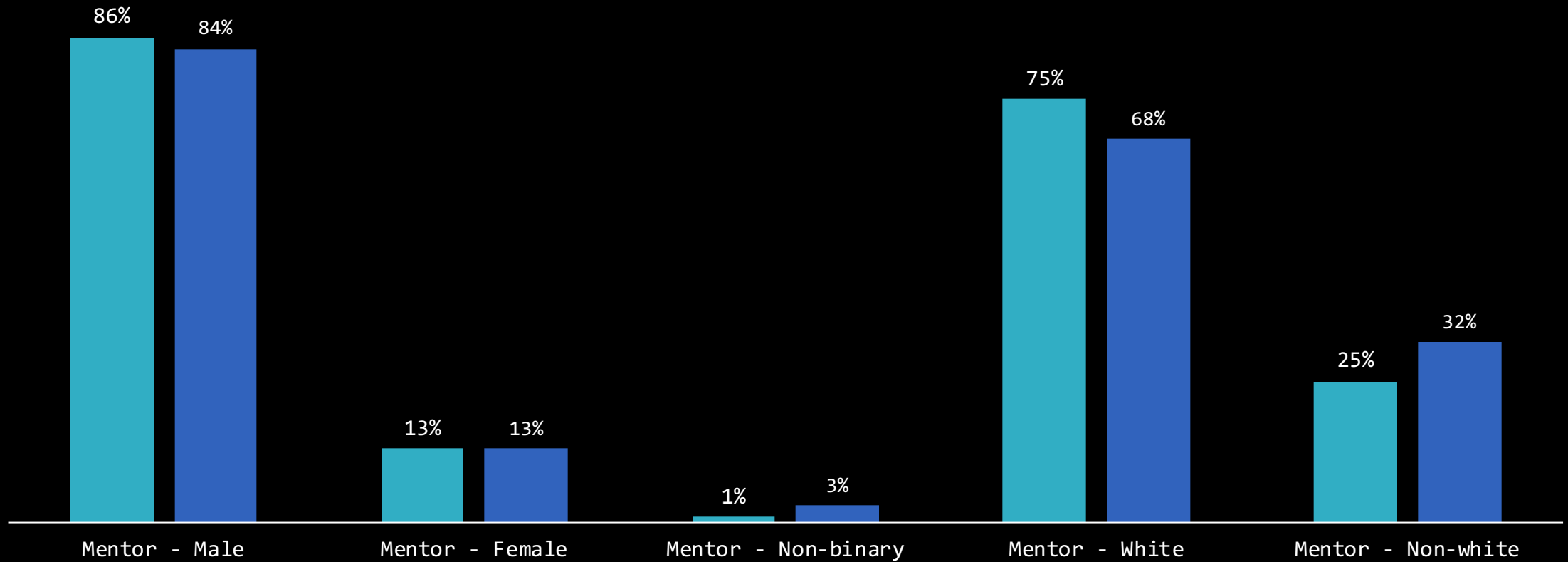
Total Number of Mentees = 64



***Comparison 2023 & 2024***

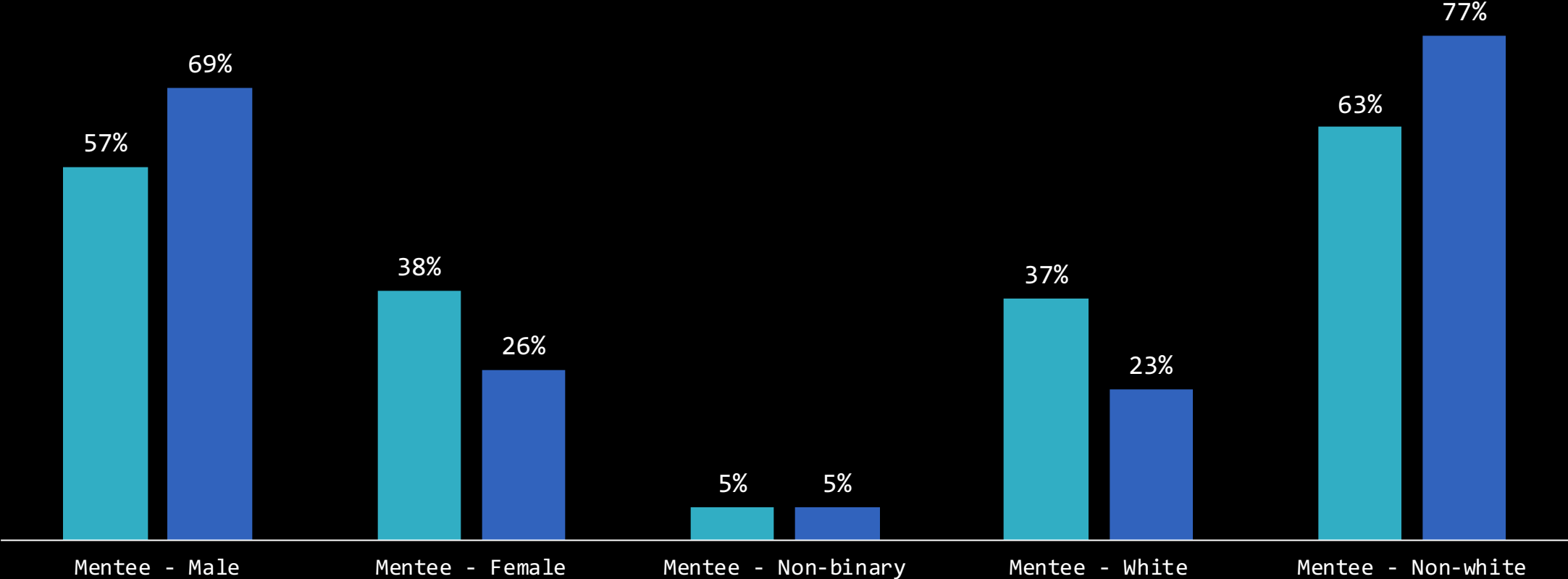
# Comparison of Mentors

■ 2023 ■ 2024



# Comparison of Mentees

■ 2023 ■ 2024



# Program Detail



The Field of View Mentorship is available to members of the CSC for a year-long mentorship.



Candidates for the Mentorship Program are comprehensively screened and thoughtfully paired. The 2024 cohort of mentees involve 62 mentors and 64 mentees pairings (2 mentors doubled up).



Mentorship can involve 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.



The call-out for the mentorship program is made in late summer, the candidates and pairings discussed through to late fall, and decisions are announced in early January.

Amazing to meet my new mentee  
@rileymarini.shoots for the CSC Field  
of View program!



Riley Marini



Shawn Pavlin

#CSCFIELDVIEW  
#CANADIANCINEMATOGRAPHER  
#CSCMENTORSHIP  
@CANADIANCINEMATOGRAPHER

## Results

### SHORT TERM

BIPOC and women cinematographers gain access to Tier-A sets.

### MEDIUM TERM

Participants will build upon their resumés and network of connections and be interviewed for the positions for which they are currently being passed over.

### LONG TERM

More women and BIPOC cinematographers represented on set.

The  
**Paul Bronfman**  
Family Foundation

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