



Ken Howard, third from left, stands with members of the SAG President's National Task Force for American Indians: Vice Chair Jaisey Bates, National Chair Delanna Studi and Membership Caucus Subcommittee Chair Brian Wescott.

Why does Screen Actors Guild advocate for diversity? Because we are diverse. Not only do members deserve a fair opportunity to be employed, but we deserve the opportunity to bring the most honest, authentic portrayals of the world around us to the screen.

As actors, we so infrequently have control over other aspects of a production such as writing and casting (although that's changing with new media), but we can use our unique skill set to advance the conversation about how we'd like to see the world portrayed.

SAG National Executive Director David White put it eloquently: "Someone once said the reason we share stories is to feel less alone. If that's the case, then more people feel less alone in this world when we celebrate and promote diversity in our entertainment."

PRESIDENT HOWARD KICKS OFF DIVERSITY AWARENESS MONTH
While the Guild has worked for decades to advance issues of employment diversity, SAG declared October "Diversity Awareness Month" and cast a four-week spotlight on the efforts of its Affirmative

Action & Diversity Department, as well as the union's various diversity committees comprised of SAG members. (See the Spotlight below.)

New Screen Actors Guild National President Ken Howard made his first public appearance September 28 and kicked off the celebration at a caucus hosted by the SAG President's National Task Force for American Indians.

"We all know the media does not accurately reflect the full range of the American Scene," Howard said. "And we all know we have not reached our goals for diverse portrayals or diverse casting." Howard's remarks demonstrated his strong, personal commitment to diversity within the entertainment industry, which also has been an ongoing historical mission of Screen Actors Guild. "By pulling together we can achieve a greater awareness and commitment to fair employment practices on the part of industry decision-makers and ultimately we will see expanded casting and hiring."

But he noted that making strides is never easy as he related his own experiences in pitching *The White Shadow* to network television in the 1970s. The story chronicled the efforts of a white high school basketball coach working

with a predominantly African-American inner-city team. While the show was ultimately produced, achieving popularity and critical acclaim, there were initial concerns that audiences might not respond to a drama featuring so many non-Caucasian actors in major roles.

CELEBRATING PERFORMERS WITH DISABILITIES
The Hollywood Disabilities Forum, held October 24 at the UCLA School of Theater, Film and Television, served as a high-visibility reminder that people with disabilities are a significant part of our society – nearly 20 percent of the U.S. population according to Census – yet people with disabilities remain "virtually invisible" in media portrayals on screen and stage.

"It's crucial for all of us – actors, writers, directors, producers, casting associates – to come together to examine these problems and create solutions," said Robert David Hall, master of ceremonies and national chair of the tri-union Performers with Disabilities Committee. "I always think of the little kid that needs to see for him or herself, their own image reflected. To be marginalized, to be cut out of mainstream TV, movies and

SPOTLIGHT:
SAG's sponsored many events during SAG Diversity Awareness Month...

SAG President's National Task Force for American Indians Membership Caucus

Reading Between the Lines: Uncovering Unconscious Bias with WGA, West

Diamond in the RAW Awards for stuntwomen

Out in Hollywood III: The Rise of the LGBT Actor

Know Your Rights in the Workplace: Homophobia & Sexual Orientation/Gender Identity Discrimination

Celebrates Diversity



LEFT: SAG members march on Washington. RIGHT: Diana Elizabeth Jordan and Robert David Hall of the tri-union I AM PWD campaign.

advertising stinks, and we're trying to change that."

The day of actor and writer workshops and panel discussions was a joint effort of SAG, AFTRA and Actors' Equity's tri-union global civil rights campaign I AM PWD (Inclusion in the Arts and Media of People with Disabilities), Writers Guild of America, West, and Alliance for the Inclusion in the Arts, among many others. (Visit SAG.org for a more complete list of sponsors and participants.)

During the morning sessions, I AM PWD presented an Actors Master Class, featuring actors with disabilities performing seven well-known five-minute scenes for critique and direction from Howard Deutch, Bill Duke and Paul Kampf.

In the afternoon, participants gathered for special remarks and panel discussion. Keynote speaker Peter Farrelly, producer-director-writer of such films as *There's Something About Mary* and *The Ringer*, talked about the fine

line he walks by featuring and casting performers with disabilities prominently in his irreverent comedies. He said persons with disabilities were a part of his world growing up, so it made sense to him to feature them.

Prominent actors participating in the panel discussion included Linda Bove (*Sesame Street*), R.J. Mitte (*Breaking Bad*), Danny Woodburn (*Seinfeld*) and Daryl "Chill" Mitchell (*Brothers*).

CASTING CHALLENGES FOR GAY ACTORS EXPLORED

"Out in Hollywood III: The Rise of the LGBT Actor" on October 7 brought together a panel of notable actors, casting directors and producer-directors who

are all openly lesbian, gay, bisexual or transgender (LGBT).

The standing-room-only event explored the unique challenges and opportunities of LGBT actors, and was hosted by the SAG National LGBT Actors Committee and the Gay & Lesbian Alliance Against Defamation to commemorate National Coming Out Day in October.

While there continues to be only a handful of scripted LGBT characters each year, casting out actors to play those roles remains a complex formula, complicated further by box office economics and the lack of any out leading actors. Oscar-winning producer Dan Jinks cast straight actor Sean Penn in the title role of *Milk*.

"We knew that the only way we were
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"Out in Hollywood III" brought together out SAG members (clockwise from top left) Bryan Batt (*Mad Men*), Jonathan Slavin (*Better off Ted*), Wilson Cruz, Jesse Tyler Ferguson (*Modern Family*), Jason Stuart, chair of the SAG National LGBT Actors Committee, Candis Cayne, Dalila Ali Rajah, Colette Divine, Sirius XM Radio personality Doria Biddle, J. Karen Thomas, and Emmy-winning producer-director Paris Barclay.

National Equality March in Washington, D.C.

Girl's Night and Movie Under the Stars at the La Femme Film Festival

Tri-union I AM PWD campaign honored with Access Award

Know Your Rights in the Workplace: ADA/Reasonable Accommodations and Disability Discrimination

Hollywood Disabilities Forum at UCLA School of Theatre, Film and Television

HOLA Awards in New York City

CASTING DATA REPORTS

Latest Stats Reveal Improvements for Non-Caucasian Actors

Overall, incremental gains have been made recently toward a more diverse and inclusive media landscape, according to the 2007 and 2008 Casting Data Reports, which are collected and analyzed by Screen Actors Guild as part of its ongoing mission to promote diversity in on-screen entertainment. In fact, 2007 was a high-water mark for non-Caucasian performers, according to the Casting Data Reports, although mostly represented in supporting roles, while representation of women and senior performers remained relatively unchanged.

“Our talented diverse membership is one of the many strengths that Screen Actors Guild can offer to the entertainment industry,” said SAG National Ethnic Employment Opportunities Committee Chair L. Scott Caldwell. “Not only is it a moral imperative, but also a business necessity, for roles and portrayals in film, television and new media to reflect its diverse audience. While we’ve certainly seen improvements in diverse, inclusive hiring and casting over the years, we must collectively continue this mandate to accurately depict the American Scene in media.”

The 2007 numbers show the highest ethnic minority representation on record: 29.3 percent of all TV and theatrical roles were filled by non-Caucasian actors. In 2008, however, the numbers fell to 27.5 percent, slightly below the 2006 number of 27.7 percent. Asian/Pacific was the only minority group to gain in percentage of roles from 2007 to 2008, increasing from 3.4 percent of all roles to 3.8 percent of all roles. African-American roles showed the largest drop in proportion to total roles, falling from 14.8 percent in 2007 to 13.3 percent of total roles in 2008.

The report also shows that men

continue to be cast in twice the number of roles. The 2 to 1 ratio has held steady since 2006. Roles for both men and women over the age of 40, however have increased 2-3 percent since 2006.

Information for the Casting Data Reports is compiled by producers signatory to the Guild’s Television and Theatrical contracts. Producers must submit hiring data of performers on all productions, with the purpose to improve conditions for equal employment access and opportunities. Data based on gender, age and race/ethnicity of performers is examined to determine hiring trends of our traditionally underemployed and disenfranchised membership.

DISABILITY NUMBERS REMAIN MISSING
In 2006, the Screen Actors Guild National Board unanimously approved a resolution to obtain the inclusion of performers with disabilities in the Casting Data Reports. Since that time, SAG successfully bargained for a new TV/Theatrical Contract, but during negotiations was met with fierce opposition to the collection of this data. Producers still refuse to collect hiring statistics on performers with disabilities as they do regarding perceived age, gender and ethnicity.

“I count myself among the lucky few that make a living doing what I am trained for and love to do—working alongside creative professionals on film, television and commercial sets. So I find it appalling that I, as a performer with a disability, am not counted in the Casting Data Report,” said Steve Gladstone, Florida Branch president and national co-chair of the SAG Performers with Disabilities Committee. “As we prepare to negotiate the next TV/Theatrical Contract, any further delay in agreeing to count performers with disabilities is

reprehensible and against the spirit of the terms of our Collective Bargaining Agreement.”

For more on SAG’s Affirmative Action & Diversity efforts, visit SAG.org/diversity.



Shemar Moore of CBS' *Criminal Minds*

ABC Studios (2)



Sandra Oh of ABC's *Grey's Anatomy*

SPOTLIGHT:
Highlights of 2007- 2008
Casting Data Reports...

Asian/Pacific roles showed a gain from 2006 to 2008, up from 3.4% to 3.8% of all roles.

African American roles showed the largest drop, falling from 14.8% in 2007 to 13.3% of in 2008.

Lead roles in features for Latino/ Hispanics was 3.4% of total roles in 2008, down from 7.2% of lead roles in 2007.

going to get the movie financed was to have a major star," he told the audience. "What was really important to us was that we had many other openly gay actors in the movie."

And, of course, out actors would like to be considered for non-LGBT roles as well. "I would like to be considered for straight roles," said Bryan Batt, who plays a closeted gay man on AMC's *Mad Men*. "I don't wake up in the morning and say to the mirror, 'Hello, gay actor.' I don't define myself as a gay actor. I'm an actor and I'm gay."

Casting director Tammara Billik says she is working to remove casting bias. "One of the things I've taken on as a casting director is to cast blindly when the role is not so defined and to bring in people who may challenge a producer's expectations," said Billik who has cast

Ellen and *Samantha Who*.

Staying closeted in the belief it will help one's career continues to be an issue in the entertainment industry, but more and more actors are choosing to live openly and honestly. "I remember being a kid in a tiny town in Pennsylvania and it would have made a huge difference for me to have been able to turn on the TV and see someone gay," said Jonathan Slavin, an out actor who plays a straight character on ABC's *Better Off Ted*.

MARCHING TO THE CAPITOL FOR EQUALITY

Dozens of SAG members and staff joined approximately 200,000 activists in Washington D.C. on October 11 for the National Equality March. The march served as a call to action for a new generation of activists to join the

movement in bringing full equality to LGBT Americans.

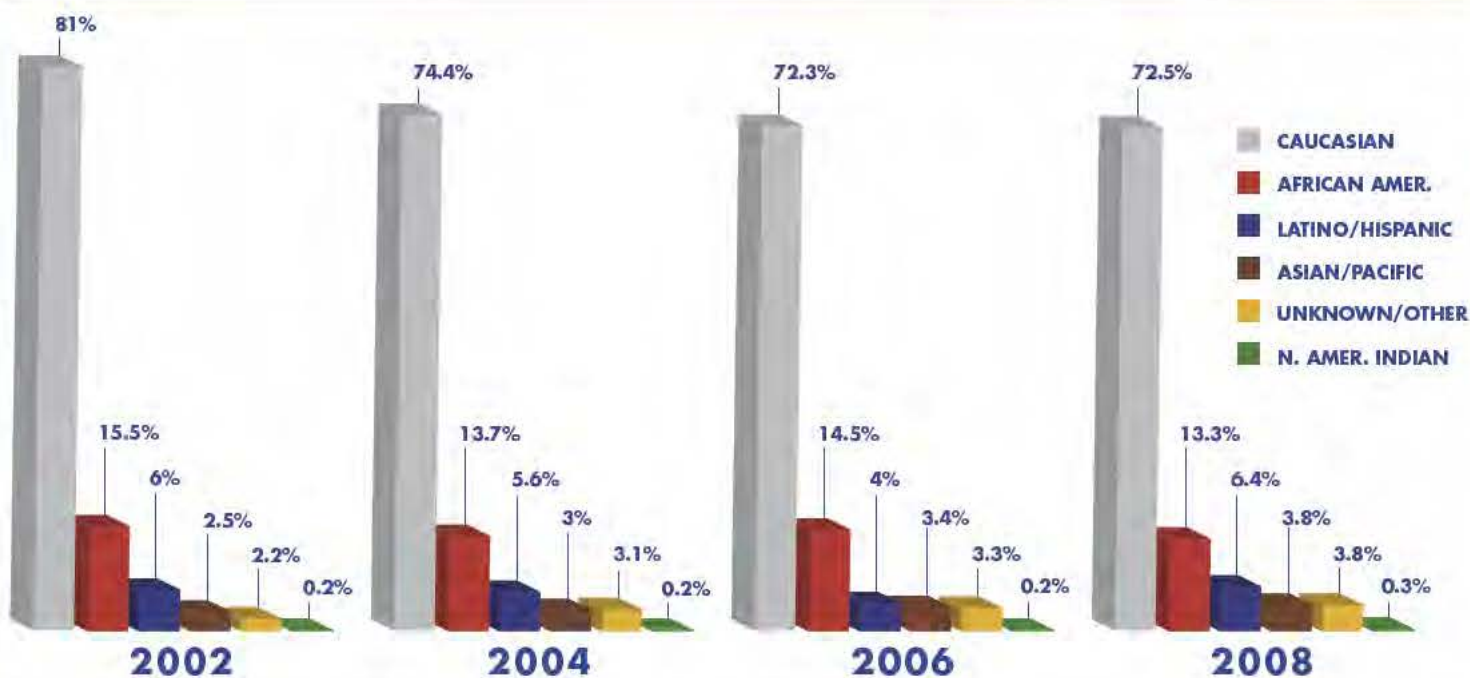
"Screen Actors Guild has been a leader in advocating for equality for all of our members and today we are on the right side of history," said SAG Deputy National Executive Director and General Counsel Duncan Crabtree-Ireland, who attended the march with his family.

"The thousands who showed up for this march came to tell President Obama and members of Congress that now is the time to make good on the promise of the founding principles of this country, that all people are created equal," said Jason Stuart, chair of SAG's National LGBT Actors Committee.

SAG's Affirmative Action & Diversity efforts continue throughout the year. To find out more, visit sag.org/diversity.

CASTING DATA REPORTS: 2002-2008

Race/Ethnicity of All TV/Theatrical Roles (Excluding Animation)



Source: Casting Data Reports, compiled based on information provided by producers

American Indian roles grew from 0.23% in 2006 to 0.3% in 2008.

Caucasian roles as a proportion of total roles (72.5%) crept up in 2008, after falling the prior two years.

Female 40-and-over roles represented only 28% of all female roles in 2008, a bump up from 26% in 2006.