

Virginia Film Festival - Diversity, Equity, and Inclusion Committee

ORGANIZATION MISSION STATEMENT

The Virginia Film Festival's mission is:

- To educate and engage audiences of all races, gender identities, physical abilities, LGBTQIA+ status, ages, and socio-economic backgrounds in an open dialogue on the art of film through a five day annual festival and year-round screenings and events.
- To foster inclusive conversations between audiences, artists, students, and academics around films and how they relate to the world in which we live.
- To support films and filmmakers of the Commonwealth of Virginia.

ORGANIZATION OVERVIEW

Founded in 1988, the Virginia Film Festival (VAFF) is one of America's leading regional film festivals, and one of the premier cultural events in the Mid-Atlantic region. Our annual program of 150+ films features some of the most anticipated and acclaimed films of the festival circuit as well as a wide range of features, documentaries, and shorts by filmmakers from around the world and in Virginia. Thanks to our home at the University of Virginia, the VAFF is known not just for its films, but also for the meaningful discussions that follow them, often featuring leading UVA academics and cultural experts. We give a platform to the rich diversity of our community through our sidebar series of films and guests. Our inclusive series include LGBTQIA+, Jewish & Israeli Voices, Middle Eastern & South Asian, Korean Film, Transborder Blackness & Indigeneity, and most recently a series highlighting American Perspectives. Our educational programs directly engage area K-12 students, local educators, members of the UVA student body, and our local community in educational and engaging experiences around the art of film. These programs are all free to participants and include Family Day, an interactive arts festival; Young Filmmakers Academy for local elementary school students; sensory-friendly film screenings; Festival Scholars Program for UVA students; and School Screenings for local middle and high school students.

The Virginia Film Festival is a program of the University of Virginia and the Office of the Provost and Vice Provost for the Arts. The Festival's programs are in keeping with the University's academic standards and nondiscrimination policies; its financial affairs, personnel, and procurement are managed according to University policies and procedures. Contributions to the Festival are received by the University of Virginia and are tax-deductible to the extent allowed by law.

STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

We are committed to furthering and expanding the ways in which the Virginia Film Festival offers a platform for and is inclusive of BIPOC and LGBTQIA+ voices, artists of color, and diverse points of view. Through our programming, we aim to represent diversity in race, ethnicity, gender identity, age, physical ability, LGBTQIA+, and socio-economic background.

VAFF DIVERSITY, EQUITY, AND INCLUSION PROGRAMMING GOALS

The Virginia Film Festival strives to achieve the following:

- Create an annual Festival Program with balanced representation of gender and race that depicts the diversity of the human experience. Specific goals will be developed and reevaluated annually as the film industry as a whole begins to more accurately represent the world we live in. We also strive to give these artists a platform for conversations around their films, the film industry, and the world in which we live.
- Strengthen ways we partner programmatically with individuals and organizations to increase the number of BIPOC voices represented on stage and in conversations. We aim to ensure meaningful participation and ownership of our program by partnering with organizations and individuals who represent diverse communities in order to better serve our community.

VAFF Diversity, Equity, and Inclusion Committee

MEMBERSHIP

The VAFF DEI Committee will consist of community and University stakeholders reflecting the diverse cross-section of the community we serve. Committee members are selected based on existing partnership with the Virginia Film Festival and by recommendations from committee, staff, and board members.

ROLES AND RESPONSIBILITIES

Committee involvement is essential to the Festival being a safe and welcoming organization for all. Committee members:

- Provide programming staff with film and guest recommendations to ensure that the Festival program is diverse, serves the interests of the Charlottesville community, and represents Charlottesville's diverse landscape
- Help to identify and advise on short and long-term DEI goals for the organization and strategies for implementation
- Help to identify barriers to participation in Festival events and screenings, and provide recommendations for eliminating these barriers
- Help identify new and expanded ways to introduce and welcome diverse community members to attend and participate in the Festival through community partnerships, outreach strategies, events, etc.
- Advocate for the Festival within the local University and Charlottesville communities.
- Support recruitment efforts to ensure diversity in volunteers, staff, and internship applications.
- Attend Committee meetings 3 times annually: Spring, Summer, and Winter
- Attend the annual Festival in the Fall

DEI COMMITTEE ACKNOWLEDGEMENT

The Festival values the ideas, energy, connections, and commitment of Committee members. In recognition of their time and support, members of the Committee will:

- Be acknowledged in Festival publications as appropriate
- Receive complimentary tickets and a VIP pass for the annual Festival
- Receive Festival publications and regular updates