

Diversity A to Z:

*SAG Resource Guide for
Industry Professionals*



AFFIRMATIVE ACTION
& **DIVERSITY**



May 1, 2011

Dear Industry Professional:

After our initial release in September 2010, Screen Actors Guild Affirmative Action & Diversity is pleased to present this updated resource guide on issues related to diversity and equal employment in the entertainment industry. "Diversity A to Z: SAG Resource Guide for Industry Professionals" offers a preferred glossary of diversity terms; information for producers, casting directors and talent agents on hiring, casting and representing diverse members; and contacts of our community and industry partners who also work to further fair and diverse representation and employment of industry professionals in front of, and behind, the cameras.

Screen Actors Guild strives for equity and diversity within our union and the industry at large, and to that end, we urge producers, casting directors, talent agents, writers and other industry professionals to provide for a more diverse and inclusive entertainment industry by using Diversity A to Z: SAG Resource Guide and SAG Affirmative Action & Diversity as resources for your profession.

We would like to acknowledge the following partners who, in part, contributed to this project: Aging Services of California, Disability Rights Legal Center, International Longevity Center – USA and Leadership Development in Interethnic Relations. Special thanks to the vision and hard work of SAG Affirmative Action & Diversity staff, particularly Yuisa Gimeno.

Screen Actors Guild is committed to diversity and equal employment in the entertainment industry. Diversity A to Z: SAG Resource Guide is just one of the many ways in which we promote a professional and accessible workplace for performers. We look forward to working with you in promoting an accurate portrayal of the "American Scene" in film, television, commercials and new media.

In solidarity,

A handwritten signature in black ink, appearing to be "Rebecca Yee".

Rebecca Yee
National Director/Senior EEO Counsel
SAG Affirmative Action & Diversity

A handwritten signature in blue ink, appearing to be "Adam Moore".

Adam Moore
Associate National Director
SAG Affirmative Action & Diversity

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Purpose

We hope the Diversity A to Z: SAG Resource Guide for Industry Professionals serves as a useful and valuable resource for you as an entertainment industry professional. Our aim is to continue to work in collaboration with you to promote diversity in film, television, commercials and new media.

Please note that information in the Diversity A to Z: SAG Resource Guide is provided for informational purposes only. Screen Actors Guild makes no warranties or representations, express or implied, including but not limited to the accuracy, adequacy, completeness, legality, reliability or usefulness of any information. Screen Actors Guild, its affiliates and contributors, shall not be responsible for any errors, omissions or damages arising from anyone's use of the information described and/or contained herein.

If you have any feedback or questions about the information contained herein, please contact SAG Affirmative Action & Diversity. Thank you.

Hollywood

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Affirmative Action & Diversity
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New York, NY 10017
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(212) 827-1439 Fax

Email – diversity@sag.org

www.sag.org/diversity

After Hours Harassment/Discrimination complaint hotline
(800) 724-0767

Screen Actors Guild

Screen Actors Guild is the nation's largest labor union representing working actors. Established in 1933, SAG has a rich history in the American labor movement, from standing up to studios to break long-term engagement contracts in the 1940s to fighting for artists' rights amid the digital revolution sweeping the entertainment industry in the 21st century.

The Guild exists to enhance actors' working conditions, compensation and benefits and to be a powerful, unified voice on behalf of artists' rights.

With 20 branches nationwide, SAG represents nearly 120,000 actors who work in motion pictures, television, commercials, industrials, video games, Internet and all new media formats.

SAG is a proud affiliate of the AFL-CIO.

We have various departments to assist you:

Actors to Locate	iActor Helpdesk	Reporting Sexual
Affirmative Action &	Industrial/Educational	Harassment and
Diversity Dept	Internet and Interactive	Discrimination
Agent Relations	Legal	Residual Payment
Background Actors	Legislation	Information Center
Cashiers	Membership	SAG Awards
Commercials/Infomercials	Music Videos	Singers
Committee Office	New Media	Stunt and Safety
Communications	Organizing	Television
Dancers		Theatrical Motion Pictures
Governance		

Hollywood National Headquarters Main Switchboard (323) 954-1600
New York Division Main Switchboard (212) 944-1030
For SAG Members outside Los Angeles (800) SAG-0767

Please visit the SAG website at SAG.org for more information.

SAG Affirmative Action & Diversity

Our Mission

SAG Affirmative Action & Diversity supports underrepresented and underemployed performers gain equal employment access and opportunities in the workplace free of discrimination and harassment. We tirelessly advocate for diverse casting/hiring and an accurate portrayal of the “American Scene” in film, television, commercials and new media, to ensure that what you see in front of the camera reflects our diverse membership and society.

Diverse Talent

We strive to diversify entertainment media by providing support, strategy, counsel and advice, administrative and technical assistance for policies, programs and initiatives set by the following member-led national committees: Ethnic Employment Opportunities Committee; Lesbian, Gay, Bisexual and Transgender Actors Committee; Performers with Disabilities Committee; President’s National Task Force for American Indians; Senior Performers Committee; and Women’s Committee.

Enforcement and Education

We enforce and negotiate non-discrimination contracts to ensure that the workplace is accessible and free from discrimination and harassment. We educate and empower members with contract and workplace rights. We advise and consult with industry professionals on issues of diversity, equal employment and non-discrimination.

Services and Resources

- **24-Hour Discrimination/Harassment/Accessibility Hotline** for reporting casting violations, lack of ADA accommodations or access, and workplace discrimination and harassment based on race/color, national origin, gender identity, marital status, sexual orientation, creed, religion, disability and age.
- **Exclusive Diversity Programs** such as *SAG Dare to Be Diverse Screening Series*; *Careers in Focus*; *Meet and Greet*; and *Intersection in Diversity*.
- **iActor’s searchable Diversity, Special Skills and Talent Bank** for casting professionals and producers to search for diverse talent by race/ethnicity, gender, age, abilities/disabilities and language skills and accents.
- **Diversity in Casting Incentives** for low budget and modified low budget producers who employ and feature diverse talent.
- **Casting Data Reports** for tracking and analyzing the hiring trends of producers and the employment of performers based on age, gender and race.
- **Expert studies and reports** such as *African-American Television Report*; *From Dollars & Sense to Screen: The Asian Pacific Islander Market and the Entertainment Industry*; *Still Missing: Latinos In and Out of Hollywood*; and *The Employment of Performers with Disabilities in the Entertainment Industry*.
- **Talent and career development, industry and public relations, education, advocacy, outreach, networking, sponsorship, collaboration and partnership**

SCREEN ACTORS GUILD

POLICY AGAINST UNLAWFUL DISCRIMINATION & HARASSMENT

SAG is committed to ensuring that its Members have the opportunity to work on projects and in work environments that are free of unlawful discrimination, harassment and any other form of inappropriate workplace behavior. Consistent with this commitment, and in compliance with both federal and state laws, SAG has adopted a **ZERO TOLERANCE** policy against the discrimination and harassment of its Members.

As to discrimination, SAG is committed to ensuring that its Members are not discriminated against on the basis of race, color, religion, sex, gender identity, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, or any other characteristic protected by state or federal laws.

Further, SAG is committed to ensuring its Members are not the victims of any form of unlawful harassment, including sexual harassment or harassment based on any other characteristic protected by state or federal anti-discrimination and harassment laws.

Consistent with the SAG Union Agreement, this policy applies to all producers that employ SAG Members, including their employees, agents, representatives, contractors, subcontractors and vendors. All producers are expected to comply with SAG's anti-discrimination and harassment policy and are expected to strictly enforce this policy on any project in which a SAG Member is employed and/or engaged to provide services.

If a SAG Member believes that he or she has been the victim of unlawful discrimination or harassment, he or she should immediately report the incident to SAG's Affirmative Action/Diversity Department at **1-800-724-0767**. SAG takes all incidents of harassment and discrimination seriously. Formal complaints filed with SAG shall be processed appropriately based on SAG's internal guidelines and policies.

Screen Actors Guild • 5757 Wilshire Blvd 7th Floor • Los Angeles, CA 90036 • www.sag.org

Glossary of Terms and Preferred Language

Language reflects and reinforces our perceptions and misperceptions of others. All too frequently the terms we use perpetuates stereotypes and false ideas. This guide is offered as one means to change our language and thinking. It is selective, not exhaustive. It is intended as a suggestion, not censorship.

Tell a compelling story. Reach the widest possible audience. And be profitable. No one disputes these fundamental objectives of film and television producers. Producers as well as directors, writers, casting directors and others involved in the production of films and TV shows have distinct roles to play in more accurately portraying the “American Scene”. Consequently, the most relevant and simple recommendation is to try and avoid stereotyping, thus insulting and discouraging viewership by these large and ever-increasing percentage of the population.

Age

Boomers or Baby Boomer Generation: This is preferred over “baby boomers,” which is perceived as condescending.

Older Adults: This term is preferred over “senior” and “elderly,” which can be discriminatory in nature. The use of “aging” and “aged” as nouns are definitely bad. A survey by a university gerontological program found that “elderly” is acceptable to people ages 54 and under, while those over 55 view the word negatively.

Retiree: This term is viewed as positive by people ages 54 and under, but disliked by those over 55.

Senior Citizen: This is considered neutral by people ages 54 and under, but is offensive to people over 55.

Veteran: When appropriate, this term is viewed favorably by all ages.

Disability

Objectionable

Preferable

(the) disabled

Sees people only in terms of disabilities

people with disabilities

(the) mentally retarded

Robs us of individuality by lumping people into one undifferentiated category

persons with intellectual disabilities

(the) deaf (the) blind, etc.	<i>Humanizing nouns emphasize the person</i>	person who is deaf/hard of hearing person who is blind/ has low vision
Abnormal/normal (birth) defected defective	<i>Sees people with disabilities less than others Describes an object, dehumanizes a person</i>	persons with and without disabilities congenital disability
Jane Doe is an arthritic patient John Doe was: afflicted with, stricken with, or suffers from polio	<i>Sees someone as an object of medical care Connotes helplessness, dependency, defeat. Denies other aspects of the person.</i>	Jane Doe has arthritis. John Doe had polio.
victim John Doe was a polio victim.	<i>Connotes pitiful helplessness</i>	State the fact: John Doe had polio.
Invalid	<i>Inaccurate as most people with disabilities aren't sickly</i>	This term should not be used.
deaf and dumb deaf-mute dummy	<i>Implies mental incapacitation occurs with hearing loss and/or speech impairment physical disabilities</i>	person who is deaf/hard of hearing person with a speech disability
sightless four eyes blind as a bat	<i>Inaccurate, demeaning</i>	person who is blind person who uses corrective lenses person with low vision
cripple crippled crip	<i>No epithet is more offensive to people with physical disabilities A second meaning of this adjective is "inferior"</i>	John Doe had a physical disability (or) John Doe had polio
confined to a wheelchair wheelchair-bound wheelchaired	<i>Creates a false impression; wheelchairs liberate, not confine or bind; they are mobility tools from which people transfer to sleep, sit in</i>	wheelchair user uses a wheelchair

chairs, drive cars, etc.

Jane Doe was (an) epileptic. John Doe was arthritic. Jane Doe is cerebral palsied.	<i>These usages see people as their disabilities Inaccurate reference; a person is not a condition</i>	Jane Doe had epilepsy. John Doe had arthritis. Jane Doe has cerebral palsy.
midget, dwarf	<i>Mythical, denies reality Infantilizing, patronizing</i>	person of short-stature little person
deformed misshapen hunchbacked	<i>Connotes repulsive oddity Demeaning</i>	has a physical disability has spinal curvature
lame paralytic gimp, gimp withered	<i>Demeaning</i>	walks with a cane uses crutches John Doe has a manual disability.
monster vegetable creature freak	<i>Robs people with severe disabilities of their humanity.</i>	The child has multiple or severe disabilities
mentally ill crazy, insane psycho, nut, maniac	<i>Outdated and stigmatizing</i>	mental health condition psychiatric disability behavior disorder emotional disability
former mental patient		mentally restored
retard, slow simple-minded idiot, Mongoloid	<i>Demeaning</i>	people with intellectual disabilities
spastic, spazz has fits	<i>Demeaning</i>	has seizures has cerebral palsy has epilepsy
"special"	<i>Distancing and inappropriate, patronizing; describes that which is different about any person</i>	This term should not be used.

physically challenged
handi-capable
inconvenienced
differently-abled

*Euphemisms avoid reality
and rob people of dignity*

A person has a physical,
sensory or mental disability.

***Cute labels are uninformative and trivialize
an important part of a person's identity***

inspirational, courageous

*People with disabilities are
not collectively inspirational
or courageous*

Acknowledge the person's
abilities and individuality.

"Isn't it wonderful how he
has overcome his
disability?"

*Inaccurate: People live with a
disability. They have to
overcome attitudinal, social,
architectural, educational,
transportation and
employment barriers.*

Accept people for who they
are, including that they have
a disability.

Gender Identity

Gender: Refers to the socially constructed roles, behavior, speech, self-expression, dress, adornment, and activities that a particular society considers culturally appropriate. An individual's self-conception, as distinguished from biological sex. "Men," "women," and "transgender" are three of *many* gender identities.

Gender Expression: Refers to the visible aspects (such as appearance, clothing, speech, and behavior) of a person's gender identity. Typically, transgender people seek to align their gender expression with their gender identity, rather than their birth-assigned sex. Employment policies that include gender expression are designed to protect those (including non-transgender people) who express their gender in ways that may not correspond with their biological sex.

Intersex: Is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the medical definitions of female or male. Intersex is a socially constructed category that reflects real biological variation.

Men: A gender identity that can be connected to maleness, masculinity, and non-male gender identities/expressions. Not all males identify as men and not all men identify as male. Adult males are not seen as "boys" and should not be referred to as such.

Transgender: Broadly speaking, transgender people are individuals whose gender expression and/ or gender identity differs from conventional expectations based on the physical sex they were assigned at birth. The word transgender is an umbrella term

which is often used to describe a wide range of identities and experiences, including: FTMs (female-to-male), MTFs (male-to-female), cross-dressers, drag queens, drag kings, gender queers and people who have a gender that is outside the female/male binary. Transgender should never have an –ed or an –s added to the end and should only be used as an adjective to modify a person.

Women: A gender identity that can be connected to femaleness, femininity, and non-female gender identities/expressions. Not all females identify as women and not all women identify as female. Most adult females are not seen as “girls” and should not be referred to as such.

Race and Ethnicity

African Americans: People of African descent who were born in the United States. The term is preferable to Afro-Americans because the African heritage is clearly identified and named. This identity often refers to a shared history of forced migration as a result of the trans-Atlantic slave trade and/or ancestors who were enslaved in the Americas.

Arabs: Refers to people who are born in or descendants of one of the 22 Arab Nations (Algeria, Bahrain, Comoros, Djibouti, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Mauritanian, Morocco, Oman, Palestine, Qatar, Saudi, Somalia, Sudan, Syria, Tunisia, United Arab of emirates and Yemen.) as defined by the League of Arab Nations or descendants thereof. The term “Arab” depending on the context can refer to a range of identity-related factors including geography, citizenship, language, politics, ethnicity and race.

Asian Americans: Refers to people of Asian descent living in the United States, including people of Indian, Pakistani, Cambodian, Vietnamese, Hmong, Japanese, Korean, and Chinese descent. Please note that the term “Oriental” is considered pejorative.

Blacks: A term referring to people of African descent who may be from any part of the world.

Ethnicity: Refers to a group of people of the same nationality or land of origin who share a distinct and/or common culture.

Latinos: Refers to people from Mexico, Central America (such as Guatemala, Nicaragua, El Salvador), South America (such as Argentina, Brazil, Uruguay), and the Spanish-speaking Caribbean (such as Puerto Rico, Dominican Republic, Cuba). The term also includes Chicanos (Mexican Americans). The term Latino refers to a shared cultural heritage (black, Native American and Spanish), a history of colonization by Spain, and a common language (Spanish). The term was first adopted in the United States by the administration of Richard Nixon and used in the 1980 Census. Some

people consider “Hispanic” to be too general as a label, while others consider it offensive, often preferring the term Latino, which is viewed as a self-chosen label.

Middle Eastern/Southwest Asian: Is a historical and political region of Africa through Eurasia with no clear definition. The term “Middle East” was popularized around 1900 by the British, and has been criticized for its loose definition. The Middle East includes countries or regions in Southwest Asia and Parts of North Africa. This term is widely used because of the inclusion of Persian countries as well as Arab nations.

Multi-racial: People of multiple racial, ethnic or cultural ancestries.

Native American: Refers to the descendents of the original people who inhabited the North, South and Central America prior to their conquest by Europeans. There is still a debate as to whether the term Native American or Indian is preferred. Many Native Americans do use “Indian” and “Tribe” in referring to their own people. However, many other Native Peoples suggest that “Indian,” “Tribe” and a host of similar words are incorrect and carry derogatory connotations in our society. Recommended usage is to refer to a particular people or nation by name, such as Cherokee, Hopi and Seminole.

The terms “tribes” or “tribal” should be capitalized when used with a proper name or in place of a proper name, such as Blackfeet Tribe or Choctaw Tribal Council. “Indian Country” is a generally used term to describe tribal communities, such as reservations, trust lands, rancherios, rancherias, etc., throughout the U.S. We recommend entertainment industry professionals (casting directors, producers, directors, writers, etc.) consult with a historian from a recognized tribe to ensure accuracy in the cultural practices, language and history.

In regards to the workplace, employers are prohibited from asking a performer their Tribal affiliation or for Tribal blood quantum or legal documents about their tribal status. This would be considered a pre-employment inquiry.

Pacific Islanders: Refers to people from the islands of the Pacific such as the Philippines, Tahiti, Guam, Okinawa, Indonesia, etc.

People of Color: A term of solidarity referring to blacks, Native Americans, Latinos, Asians, Arabs, Middle Easterners, Pacific Islanders and those who may identify as multi-racial. This term is preferred to other terms often heard, such as **minority** and **non-white**. The term “people of color” was born out of an explicitly political statement that signaled solidarity among progressive African Americans, Asian Americans, Latinos, Native Americans, and Pacific Islanders. People may choose to identify this way for a variety of factors, including race, ethnicity, culture, physical appearance, class and political perspective.

Race: A social and artificial construct with exceeding social significance. It is often associated with physical characteristics, e.g. skin color, hair types, eye shape, eye color, lip shape, etc.

South Asian: Refers to people from Bangladesh, Bhutan, the Chagos Islands, India, Maldives, Nepal, Pakistan, and Sri Lanka. Most of the controversy originates over Afghanistan, Iran and Tibet. Afghanistan and Tibet are often considered South Asian by the Departments of South Asian Studies of several universities, especially those referred to above; but this definition is by no means universal.

White: Refers to people who are also sometimes called Caucasian. White also can refer to people of European descent, including the English, Irish, Italian, German, Greek, Dutch and Polish. It is a socially constructed racial identifier that is historically arbitrary, contested and always changing. White identity has been institutionally upheld as a way to give or deny social and political power. In recent U.S. history, among those not considered white have been the Irish, Germans, Ashkenazi Jews, Italians, Spaniards, Slavs and Greeks. The process of officially being defined as *white* by law often came about in court disputes over pursuit of citizenship (but also to create and maintain laws, voting rights, property, and privileges for one group and institutionally deny those rights to everyone else).

Sexual Orientation

Bisexual: People who form primary loving and sexual relationships with both women and men. Many people avoid this term because of its implication that there are only two sexes/genders, thus reinforcing a binary gender system (the idea that there are only two genders.)

Gay: People who are primarily and/or exclusively attracted to members of their own sex or gender. In certain contexts, this term is used to refer only to those who identify as men. "Gay" should not be used as an adjective to describe something desirable.

Lesbian: Women who form primary loving and sexual relationships with women. Some women may also use the term "gay" to describe themselves.

LGBT: A commonly used acronym referring to the lesbian, gay, bisexual and transgender (LGBT) community. The Q is sometimes added on the end in reference to queer.

Queer: An umbrella identity term encompassing lesbians, questioning people, gay men, bisexuals, non-labeling people and anyone else who does not strictly identify as heterosexual.

Sexual Orientation: Can include attraction to, behavior and identity with, and feelings for others that are often based on biological sex and/or gender expression.

Important Resources for Producers

iActor

SAG's revolutionary online casting directory iActor is now ready and available at your fingertips! iActor is the only premier online casting directory that exclusively features SAG members and automated Station 12 cast clearance. Free and available only to producers and casting directors of SAG signatory productions, iActor allows casting professionals to view actor headshots and resumes with iActor's sophisticated search engines that collect and provide data by using a variety of terms and categories.

Website: iactor.org

I AM PWD

I AM PWD (Inclusion in the Arts & Media of People with Disabilities), a tri-union initiative adopted by SAG, AFTRA and AEA, is a civil rights campaign to increase awareness and job opportunities of people with disabilities in the arts and media entertainment.

Sign onto iampwd.org as a Partner or Supporter. Website: iampwd.org

Diversity in Casting Incentives

Independent producers can take advantage of SAG diversity incentives for Low Budget and Modified Low Budget productions when hiring a diverse cast. Learn more at www.sagindie.org/resources/contracts/

And last but not least...

Let performers know you support diversity and non-traditional casting! We encourage you to include broad and inclusive language in all casting notices:

"Producer is committed to diverse, inclusive casting. Submissions for non-descript roles will be accepted for all performers, regardless of age, sex, ethnicity, disability, race, color, national origin, sexual orientation or gender identity."

Helpful Information for Casting Directors

You are instrumental in contributing to the diversity found in the entertainment industry. We know your job is to find talented performers. Let SAG Affirmative Action & Diversity be your “go to” resource to help you cast for all types of roles, especially for unique and diverse characters.

- To assist in your search for the perfect performer, register on iActor, a free online casting service for SAG signatories. Sign up for iActor by logging onto iactor.org or contacting (323) 549-6451 or info@iactor.org. If you still are unable to find the talent you looking for, contact our department and we will provide an individualized consultation.
- Describe the characters in your casting notices with as much specificity as possible while avoiding the use of, “*MUST BE _____*.” (This language is considered an illegal pre-employment inquiry, similar to the prohibited practice of asking performers about their actual identities). Rather, use language such as “*MUST BE ABLE TO PORTRAY _____*.”
- We can help craft language that clearly identifies the character and skill sets you seek. If you ever have questions about the language for casting notices, please give us a call and we can help.
- Forward casting notices to us. We have the ability to post them on our website and can identify and contact targeted groups of performers that best meet your needs. These are two great ways to reach our talented membership.
- Promote SAG’s “Diversity in Casting Incentives” for Low Budget and Modified Low Budget productions that hire a certain percentage of performers who are: 1) women, 2) senior performers (60 or older), 3) performers with disabilities or 4) people of color (black/African American, Asian/Pacific Islander and South Asian, Latino/Hispanic, Arab/Middle Eastern and Native American Indian). For more details on this and all other contract information, please visit our Production Center at sag.org/production-center.
- Let performers know you support diversity and non-traditional casting! We encourage you to include this language in casting notices:

“Producer is committed to diverse, inclusive casting. Submissions for non-descript roles will be accepted for all performers, regardless of age, sex, ethnicity, disability, race, color, national origin, sexual orientation or gender identity.”

Tips for Talent Agents

You are instrumental in contributing to the diversity found in the entertainment industry. You shape the accuracy and inclusiveness of the “American Scene” in television, film, commercial and new media productions. You can help us protect your clients from workplace discrimination and harassment.

- Know all the talents, skills and strengths of your clients. Determine the wide range of characters your clients are able to **portray** that goes beyond your client’s actual race, ethnicity, age or disability.
- Advise your diverse clientele to read/audition for non-descript roles. Submit and advocate for underrepresented performers to be hired for non-descript roles.
- Make sure your clients are registered on iActor, the most comprehensive online casting service that is free for SAG members. Create an iActor profile at SAG.org.
- Encourage your clients to report incidents of workplace discrimination and sexual harassment. Actors often face workplace discrimination and sexual harassment on set or during auditions. If your clients feel they have been sexually harassed or discriminated against, they should call the toll-free 24-hour confidential hotline at SAG.
- Encourage your clients to join one or more of the SAG Diversity Committees: Lesbian, Gay, Bisexual and Transgender (LGBT) Actors Committee; Ethnic Employment Opportunities (EEO) Committee; Women’s Committee; Performers with Disabilities Committee; President’s National Task Force for American Indians;) Senior Performers Committee; and Spanish Language Media Task Force.
- Participate in SAG’s Talent Agent Outreach Program. We aim to increase agent representation for talented underrepresented performers through networking events, panels, presentations, symposiums, seasoned readings and other talent showcases. E-mail your contact information to diversity@sag.org, and we’ll invite you to exclusive and unique diversity events.

Screen Actors Guild Diversity Committees

Ethnic Employment Opportunities (EEO) Committee

The Ethnic Employment Opportunities Committee works to address matters of interest to SAG performers from the following racial/ethnic groups — African American, Asian/Pacific Islander, South Asian, Arab/Middle Eastern, Latino/Hispanic and Native American Indian. The EEO Committee explores ways to promote more diverse casting and enforce the contractual policy of non-discrimination and fair employment.

Lesbian, Gay, Bisexual, Transgender (LGBT) Actors Committee

The purpose of the committee is to provide support to LGBT actors and to educate the membership, the industry, and the public on LGBT actors' issues, with a focus on ending discrimination against LGBT actors in the workplace.

SAG/AFTRA/AEA Tri-Union Performers with Disabilities (PWD) Committee

This committee works to increase audition and casting opportunities for performers with disabilities. It strives to mainstream PWD into all areas of the entertainment industry, to foster understanding, respect and better working standards for and to track employment of PWD.

President's National Task Force for American Indians

Established by American Indian performers in January 2007 to promote and safeguard the interests and rights of American Indian performers in the motion picture, television, advertising and multi-media industries, the task force will be chaired by and populated by individuals recognized and respected by the American Indian Community for the true advancement of the American Indian performer. The task force believes that a heightened awareness and commitment to fair employment practices on the part of industry decision makers will lead to an expanded use of the American Indian performer in features, television, commercials and other multi-media, thereby realistically reflecting the American Scene.

The Task Force will:

1. Increase employment opportunities by expanding the range of character portrayals and eliminating negative stereotypes.
2. Recommend and implement projects/programs to raise the industry's level of awareness concerning the spiritual, cultural and traditional uniqueness of the American Indian.
3. Recommend and implement outreach programs that will educate, empower and organize Indian Country in the entertainment industry.
4. Recommend and implement outreach programs to American Indian youth to create opportunity for new talent.

5. Unify the Writers Guild of America, Directors Guild of America, Producers Guild of America, Casting Society of America and agent representation to establish in the industry a policy of presenting American Indian characters on screen in true relation to contemporary American life.
6. Create equitable levels of compensation, benefits and working conditions for the American Indian performer through the accepted participation of the committee's national chair in the collective bargaining process.
7. Recognize the exclusive and unique relationship American Indians have with the United States Government through the Constitution of the United States.

With the respect and acknowledgement of our ancestors and elders, this task force will work to be organized and unified in the entertainment industry for the advancement of all American Indians.

Senior Performers Committee

This is a joint committee with AFTRA and comprised of senior performers. Its primary aim is to increase equitable employment opportunities and work conditions for senior performers by promoting more open attitudes within the industry with respect to casting and the way in which seniors are portrayed in film, television and commercials.

This committee also addresses problems of retired performers or those who may be approaching retirement (over the age of 55) through focusing on the areas of screen image, pensions, Social Security and unemployment insurance.

Spanish Language Media Task Force

SAG's Spanish Language Media Task Force recognizes the tremendous growth in Spanish-language media. The members, in collaboration with the various departments at the Guild, explore issues affecting Spanish-speaking performers, provide outreach to producers of Spanish-language productions in order to organize new work and ensure SAG signatories are complying with our contracts when producing entertainment product in Spanish.

For more information on the task force, contact Carlina Rodriguez, Director - Organizing Spanish Language at carodriguez@sag.org.

Women's Committee

This committee works to promote equal employment opportunities for female SAG members. It operates with the National Statement of Purpose and national direction to promote job opportunities for women. It also encourages positive images of women in film and television, ending sexual stereotypes and educating the industry in regards to representation of women, both in numbers and quality of representation. The committee is open to both sexes.

Additional Resources

Arts, Entertainment & Media Organizations

Academy of Television Arts & Sciences (emmys.tv/academy/committee-list) is a nonprofit organization devoted to the advancement of telecommunication arts and sciences and to fostering creative leadership in the telecommunication industry.

Actors Fund (actorsfund.org) is a nationwide human services organization that helps all professionals in performing arts and entertainment. The Fund is a safety net, providing programs and services for those who are in need, crisis or transition.

Alliance for Inclusion in the Arts (inclusioninthearts.org) is a not-for-profit advocacy organization established in 1986 that serves as an expert advocate and educational resource for full diversity in theatre, film, television and related media.

American Film Institute (afi.com) is a national institute providing leadership in screen education and the recognition and celebration of excellence in the art of film, television and digital media.

American Indians in Film and Television (nativevue.org) has as its mission to cultivate an interest in Native performing arts by featuring North America's most innovative Indigenous filmmakers, musicians, actors and media entrepreneurs.

Asian Pacific American Media Coalition (asianamericancensus.org/tv_diversity) produces a nationally recognized annual report card grading the networks on their diversity efforts.

Bethune Theatredanse (bethunetheatredanse.org) is one of the first dance companies in America to create and conduct participatory arts programs for disabled youth using multi-media and dance.

Blackhouse Foundation (theblackhouse.org) works to expand opportunities for Black filmmakers by providing a physical gathering venue for our constituents at the world's most prominent film festivals, encouraging the inclusion of black filmmakers with films selected by the festival and creating a nucleus for continuing support, community, education and knowledge.

Casting Society of America (castingsociety.com) is the premier organization of theatrical casting directors in film, television and theatre. Although it is not a union, its members are a united professional society that consistently set the level of professionalism in casting on which the entertainment industry has come to rely.

Coalition of Asian Pacifics in Entertainment (capeusa.org) is dedicated to advancing diversity and cross-cultural awareness by educating and promoting Asian Pacific Americans for key artistic and leadership roles in the entertainment industry.

Deaf West Theatre (deafwest.org) aims to directly improve and enrich the cultural lives of the 1.2 million deaf and hard-of-hearing individuals who live in the Los Angeles area by providing exposure and access to professional theater, filling a void for deaf artists and audiences; to serve as an institution for the discovery and exploration of artists' identities and stature; to create, share and preserve a legacy of deaf culture through the medium of Sign Language Theatre.

Disaboom Online Magazine (disaboom.com) is an online magazine that provides a comprehensive, ongoing source of information, insight, and personal engagement for the disability community.

Down Syndrome in Arts and Media (DSiAM.org) works with the Down Syndrome Association of Los Angeles and other DS Affiliates across the US to provide: 1) casting liaison for talent with DS and other developmental disabilities, 2) script consultation, 3) visual artist referrals and 4) media advocacy.

East West Players (eastwestplayers.org) seeks to educate as well as heighten the visibility of Asian American artists.

Film Independent (filmindependent.org) champions the cause of independent film and supports a community of artists who embody diversity, innovation and uniqueness of vision.

First Americans in the Arts (firstamericans.org) is a non-profit organization created to recognize, honor and promote American Indian participation in the powerful arena of the entertainment industry, incorporating the areas of film, television music and theater.

Imagen Foundation (imagen.org) is an annual Hollywood tradition recognizing and encouraging the television, film and advertising industries to portray Latino actors and production storylines in a positive and accurate manner.

Inclusion in the Arts & Media of People With Disabilities (iampwd.org) is a global civil rights campaign seeking equal employment opportunities for artists and professionals with disabilities throughout the entertainment and news media.

Institute of American Indian and Alaska Native Culture and Arts Development (iaia.edu) is a multi-tribal center of higher education dedicated to the preservation, study, creative application and contemporary expression of American Indian and Alaska Native arts and cultures.

Intertribal Entertainment (nativefilm.com) is a multimedia training and production initiative of Southern California Indian Center, Inc., which is a member of the Native Media and Technology Network (NMTN) alliance.

Media Access Office (disabilityemployment.org/med_acc) is a free casting liaison service representing more than 900 performers with disabilities and created by the California Governor's Committee on Employment of People with Disabilities under the California Employment Development Department.

Media Action Network for Asian Americans (manaa.org) is the first organization solely dedicated to monitoring all facets of the media – television, motion pictures, print, advertising, radio, etc. – and advocating balanced, sensitive and positive portrayals of Asian Americans.

Media Image Coalition (lahumanrelations.org/programs/mic) is a program of the Los Angeles County Commission on Human Relations, with a mission to promote increased visibility, diversity and balanced imagery of ethnic, cultural, racial and religious groups, women, LGBTQ, seniors, people with disabilities and other protected groups often subjected to unfair portrayal in media and the arts.

Multicultural Motion Picture Association (thediversityawards.org) honors civic leaders and young filmmakers striving for excellence.

Muslims On Screen & Television (mostresource.org) provides the Hollywood creative community with resources and accurate information on Muslims and regions with majority Muslim populations. MOST also engages thought leaders and the entertainment community in an on-going dialogue about the United States and the Muslim world.

National Arts and Disability Center at UCLA (nadc.ucla.edu) provides resources, information and training focused on the inclusion of audiences and artists with disabilities in all facets of the arts community.

National Association of Latino Independent Producers (nalip.org) is a national membership organization that addresses the professional needs of Latino/Latina independent producers. NALIP is the first such effort aimed at Latino production in 30 years, and it is the first to last more than one year and to provide ongoing support for the Latino independent film and video makers.

National Hispanic Media Coalition (nhmc.org) is a non-profit media advocacy organization established in 1986 in Los Angeles.

National Theatre of the Deaf (ntd.org) has as its mission to produce theatrically challenging work of the highest quality, drawing from as wide a range of the world's literature as possible; to perform these original works in a style that links American Sign Language with the spoken word; to seek, train and employ deaf artists; to offer this work to as culturally diverse and inclusive an audience as possible; to provide community outreach activities that will educate and enlighten the general public, opening their eyes and ears to Deaf culture and building linkages that facilitate involvement in the group's methods of work.

New York City Mayor’s Office of Film, Theatre and Broadcasting

(nyc.gov/html/film/html/index/index.shtml) is the one-stop shop for all production needs in New York City, including free permits, free public locations and free police assistance.

New York State Governor’s Office for Motion Picture and Television

Development (nylovesfilm.com/index.asp) is a liaison with city and local governments, state agencies, a network of statewide contacts, local film offices and professional location scouts.

Nosotros (nosotros.org) seeks only to work within the system, with the abilities we have, to improve the image and ambitions of those 27 million persons of Spanish-speaking origin in the United States.

Out in Film and Television (off.presspublisher.us) is the national professional organization that promotes the visibility of lesbian, gay, bisexual, and transgender professionals in the film and television industries.

Paley Center for Media (paleycenter.org) leads the discussion about the cultural, creative, and social significance of television, radio, and emerging platforms for the professional community and media-interested public.

POWER UP (powerupfilms.org) is the only 501(c)(3) Non-Profit Film Production Company & Educational Organization for Women and the GLBTQ Community.

Performing Arts Studio West (pastudiowest.com) provides professional hands-on individualized training, career management, and on-location support for performers with developmental disabilities working in film, television and commercials.

SAG Foundation (sagfoundation.org) aims to enhance the lives of actors by investing in programs which help them in their professional endeavors and the communities in which they live. Our programs reflect the concerns and interests of SAG members as well as their desire to "give back" to their communities. The SAG Foundation is independent from SAG but offers substantive services to Guild members, free of charge.

See Jane/Geena Davis Institute on Gender in Media (seejane.org) mission is to engage and educate content creators and the public on gender expression and its impact, so that future entertainment media aimed at children 11 and younger will include more – and more complex – female characters.

Sundance Institute (sundance.org/) is a nonprofit organization dedicated to the discovery and development of independent artists and audiences. Through its programs, the Institute seeks to discover, support, and inspire independent film and

theatre artists from the United States and around the world, and to introduce audiences to their new work.

Theatre Breaking through Barriers (tbtb.org) formerly Theater By the Blind, has been working for 29 years to develop blind and low vision talent for the theater, television and film. With great pride, the company has just changed its name to reflect its commitment to include all artists with disabilities in its work, onstage, backstage, in the office and in the audience.

Visual Communications (vconline.org) has as its mission to promote intercultural understanding through the creation, presentation, preservation and support of media works by and about Asian Pacific Americans.

Women in Film (wif.org) is a non-profit organization dedicated to helping women achieve their highest potential within the global entertainment, communications and media industries and to preserving the legacy of women within those industries.

Women in the Arts & Media Coalition, Inc. (nycwam.org) The purpose of the Coalition is to focus on the power of our member organizations together and to use that combined strength to address issues of concern to women in theatre, film, tv, radio, and new media. Member organizations include Screen Actors Guild, American Federation of Television & Radio Artists, Actors Equity Association, Stage Directors and Choreographers, Dramatists Guild, League of Professional Theatre Women, New York Women in Film and Television. Associate members include Women Make Movies, Women's Media Center, Rehearsal Club, Dancers Over 40 and WomenArts.

Guilds & Unions

Actors Equity Association (actorsequity.org) is the labor union that represents more than 48,000 actors and stage managers in the United States. Equity seeks to advance, promote and foster the art of live theatre as an essential component of our society.

American Federation of Television and Radio Artists (aftra.org) National Equal Employment Opportunity initiative is aimed at increasing and ensuring equal employment opportunities for all members including women, minorities, seniors, journalists of color, young performers and people with disabilities by protecting and strengthening non-discrimination/affirmative action provisions in all AFTRA contracts.

Directors Guild of America (dga.org) protects the creative and economic rights of members working in feature film, television, documentary, new media and other forms of production.

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts (www.iatse-intl.org/home.html) with a membership of over 110,000 members, we are the largest labor union in the entertainment and related industries and were formed more than a century ago.

Producers Guild of America (producersguild.org) represents, protects and promotes the interests of all members of the producing team.

Writers Guild of America, East (wgaeast.org) is a labor union representing professional writers in film, television and radio. Our members write for animation, for entertainment, for network and local news operations, for independent stations in major cities, and for any other media production companies which are signatory to Guild agreements.

Writers Guild of America, West (wga.org) is a labor union composed of thousands of writers who write the television shows, movies, news programs, documentaries, animation, CD-ROMS, and content for new-media technologies that keep audiences constantly entertained and informed. The Diversity Department works to encourage positive change in hiring practices of black, Latino, Asian/Pacific Islander, American Indian, women, writers over age 40, gay and lesbian writers, and writers with disabilities.

Diversity at Television Networks

ABC (abctalentdevelopment.com) Talent Development & Diversity identifies and cultivates the next generation of creative and production talent through local and national outreach efforts.

Black Entertainment Television (www.bet.com/home.html) is a Viacom-owned cable network based in Washington, D.C.. Currently viewed in more than 90 million homes worldwide, it is the most prominent television network targeting young Black-American audiences and is the leading provider of Black-American cultural and entertainment-based programming.

CBS (cbscorporation.com/diversity/index.php) and its divisions, are committed to fostering an environment that celebrates and encourages differences in people, their ideas, beliefs and cultural backgrounds, which, in turn, positively influences business conduct, the productions, shows, products and services it delivers, as well as, its responsibilities to the communities it serves and society as a whole.

FOX Entertainment (fox.com/diversity/) and our parent company News Corporation understand that businesses are only as strong as they are relevant and compelling to consumers. And in order to remain relevant and compelling, it must tell stories and inform consumers with ideas, faces and voices that reflect the richness of the globe today.

Logo (logotv.com) The LGBT world has a place all its own with Logo, the new lesbian and gay network from MTV Networks. Whether it's on TV, online, or on your mobile, Logo brings you the stories, shows and news you won't see anywhere else. From original series and films to groundbreaking documentaries to LGBT news and more.

NBC Universal (diversecitynbc.com) is committed to attracting and retaining the best and most diverse talent. Doing so provides a secure, powerful and competitive advantage in the media and entertainment industry.

Oxygen (oxygen.com) is an American television network with programming geared towards women.

Film Festivals

American Indian Film Festival Institute (aifisf.com) encourages Native/non-Native filmmakers to bring to the broader media culture the Native voices, viewpoints and stories that have been historically excluded from mainstream media; to develop Indian and non-Indian audiences for this work; and to advocate tirelessly for authentic representations of Indians in the media.

Arab Film Festival (arabfilmfestival.org) is the nation's oldest and leading independent annual showcase of Arab films and filmmakers, and the largest Bay Area cultural event. The festival organizes screenings, vital educational panels, and programs in four cities: San Francisco, San Jose, Berkeley and Los Angeles. The AFF strives to present the best contemporary films that illuminate Arab lives, providing genuine narratives and images to dispel negative stereotyping of Arabs in the US media. The festival offers insights into the beauty, diversity and complexity of the Arab world, and, by bringing filmmakers from all over the world, gives audiences unique opportunities to learn and explore common issues we share in humanity.

Black Hills Film Festival (blackhillsfilmfestival.org) builds awareness of independent films and film as an art form; provides educational opportunities for students and South Dakota filmmakers; and creates opportunities for South Dakota communities to experience high-quality films.

CINEMA DIVERSE: The Palm Springs Gay & Lesbian Film Festival (cinemadiverse.ning.com) is dedicated to presenting the best in LGBT Cinema.

Frameline San Francisco LGBT Film Festival (frameline.org/index.aspx)
Founded in 1977, Frameline's mission is to strengthen the diverse lesbian, gay, bisexual and transgender community and further its visibility by supporting and promoting a broad array of cultural representations and artistic expression in film, video and other media arts.

Fusion (outfest.org/fusion) is the only LGBT people of color film festival of its kind. A collaboration between Outfest and dozens of local community-based organizations that serve LGBT people of color, Fusion is a multi-ethnic, gender inclusive forum for films, panel discussions, and community networking.

Hollywood Black Film Festival (hbff.org)

Founded in 1998 by its executive director, Tanya Kersey, the festival's goal is to play an integral role in discovering and launching independent films and filmmakers by bringing them to the attention of the industry, media and public.

Indian Film Festival of Los Angeles (indianfilmfestival.org/index.php) is a nonprofit organization devoted to a greater appreciation of Indian cinema and culture by showcasing films, honoring entertainment industry performers and business executives, and promoting the diverse perspectives of the Indian diaspora.

International Black Women's Film Festival (ibwff.com) brings original, exciting and innovative cinema featuring black women in prominent roles and lets them present their own stories in their own voices.

La Femme Film Festival (lafemme.org) platforms female artists in the entertainment community as producers, directors and writers.

Los Angeles Asian Pacific Film Festival (asianfilmfestla.org) strives to promote intercultural understanding through the creation, presentation, preservation and support of media works by and about Asian Pacific Americans.

Los Angeles Latino International Film Festival (latinofilm.org/festival/) has as its mission is to mentor, develop and support Latino filmmakers with independent and diverse visions in the United States and internationally, and to provide an outlet and distribution opportunities for the content created and acquired to the non-theatrical and commercial world.

Los Angeles SKINS Festival (laskinsfest.org) is an initiative of the local Native American non-profit the Barcid Foundation and aims to showcase the rising talent in Native American filmmaking.

Mixed Roots Film Festival (mxroots.org) is a sponsored project of the New York Foundation for the Arts.

Newfest Film Festival (newfest.org) is one of New York City's premier LGBT arts organizations that empowers, educates, entertains and provokes the culturally rich and diverse communities of the greater metropolitan region.

New York International Latino Film Festival (nylatinofilm.com/index.html) has as its mission is to showcase the works of the hottest emerging Latino filmmaking talent

in the U.S. and Latin America, offer expansive images of the Latino experience, and celebrate the diversity and spirit of the Latino community.

Outfest (outfest.org) protects the past, showcases the present and nurtures the future by fostering artistic expression of gender, sexuality and LGBTQ culture and its transformative social impact on the world. Outfest is the leading organization showcasing, nurturing and preserving lesbian, gay, bisexual and transgender film images and artistry.

Pan African Film and Arts Festival (paff.org) established in 1992, is a non-profit corporation dedicated to the promotion of cultural and racial tolerance and understanding through the exhibition of film, art and creative expression.

Reel Film Festival for Women (reelwomenfest.com) aims to increase opportunities for women filmmakers to share their stories with the world. It presents narratives, documentaries, animation and student short films. The festival's programming reflects a commitment to educate and inform audiences of social political and health issues impacting women globally.

Reeling: Chicago Lesbian and Gay International Film Festival

(reelingfilmfestival.org) recognizes the important artistic contributions that lesbian, gay and transgender filmmakers have made to our culture; to educate the general population and sensitize them to lesbian, gay and transgender issues; to investigate the history of LGBT film, including the stereotyping that has been a major part of this history; and to counteract this stereotyping with valid, meaningful and diverse portrayals of those in the LGBT community.

San Diego Asian Film Festival (sdaff.org) mission is to connect audiences with the human experience through the Pan Asian media arts. We fulfill our mission by presenting unique, culturally-enriching programs that would otherwise be inaccessible to the public; engaging the public in meaningful discourse and positive social change through our programs; promoting artistic excellence, innovation and the independent voice; and strengthening San Diego as an arts destination.

San Francisco International Asian American Film Festival (caamedia.org) is the nation's largest showcase for new Asian American and Asian films, annually presenting approximately 130 works in San Francisco, Berkeley and San Jose. Since 1982, the SFIAAFF has been an important launching point for Asian American independent filmmakers as well as a vital source for new Asian cinema.

San Francisco Women's Film Festival (sfwff.com) supports women filmmakers by creating screenings, participating in sponsorship opportunities, raising money for the SFWFF Scholarship Fund.

South Dakota Film Festival (southdakotafilmfest.org) is a unique statewide event for filmmakers and film lovers to gather, mingle and watch pretty cool movies. It

began in 2007 to provide films made by filmmakers from the Great Plains region (SD, MN, ND, IA, WY, MT, and NE) or films shot in the Great Plains region. While trying to emphasize films from the Great Plains, that is not the primary focus. The goal of the film festival is to screen the “best” films submitted regardless of their geographic origin.

Superfest International Disability Film Festival

(culturedisabilitytalent.org/superfest) is a collaborative organization that works to transform disability stereotypes by providing access and opportunities for performers and media makers with disabilities. Comprised of disability cultural artists, activists and allies, CDT promotes artistic excellence and diversity by presenting disability cultural events.

Civil Rights and Nonprofit Organizations & Government Agencies

AARP (aarp.org) is a nonprofit membership organization of persons 50 and older dedicated to addressing their needs and interests. It has more than 39 million members and its aims include informing members and the public on issues important to this age group, advocating on legislative, consumer and legal issues, promoting community service and offering a wide range of special products and services to members.

Ageing Services of California (aging.org) is the leading advocate for quality nonprofit senior living and care in the state.

American Civil Liberties Union of Southern California (aclu.org) was founded to defend and secure civil liberties and civil rights of all types, including freedom of speech, association and religion, freedom of the press, and the right to privacy, to equal protection of the laws and to due process of law.

American Indian Community House (aich.org) is a 501(c)(3) not-for-profit organization serving the health, social service and cultural needs of Native Americans residing in New York City.

Anti Defamation League (adl.org) is the nation's premier civil rights/human relations agency. ADL fights anti-Semitism and all forms of bigotry, defends democratic ideals and protects civil rights for all.

Asian American Justice Center (advancingequality.org) is one of the nation's leading experts on issues of importance to the Asian American community including: affirmative action, anti-Asian violence prevention/race relations, census, immigrant rights, immigration, language access, television diversity and voting rights.

Asian Pacific American Labor Alliance (apalanet.org) was founded in 1992 and is the first and only national organization of Asian Pacific American (APA) union members.

Asian Pacific American Legal Center (apalc.org) is the nation's largest legal organization serving the Asian and Pacific Islander (API) communities.

California Department of Fair Employment and Housing (dfeh.ca.gov) is the largest state civil rights agency in the country with a statutory mandate to protect the people of California from discrimination in employment, housing and public accommodations.

Council of America Islamic Relations (cair.com) has as its mission to enhance understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims and build coalitions that promote justice and mutual understanding.

Disability Rights Legal Center (disabilityrightslegalcenter.org) is a non-profit civil rights organization that has been protecting the rights of people with disabilities for 33 years through litigation, advocacy, training, mediation and education.

Gay and Lesbian Alliance Against Defamation (glaad.org) is dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation.

Greater Los Angeles Agency on Deafness, Inc. (gladinc.org) ensures equal access of the deaf and hard of hearing community to the same opportunities afforded their hearing counterparts by promoting social, recreational, cultural, educational and vocational well-being of its constituents.

International Longevity Center – USA (ilcusa.org), founded in 1990, is the first nonprofit, nonpartisan, international research, policy and education organization formed to educate individuals on how to live longer and better, and advise society on how to maximize the benefits of today's age boom.

Lambda Legal Defense and Educations Fund (lambdalegal.org) is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work.

Leadership Development in Interethnic Relations (ldir.org) is a program that works to empower, mobilize and equip multiethnic, multicultural communities and schools with awareness, skills and the action steps necessary to foster positive intergroup relations.

Leadership Education for Asian Pacifics (leap.org), since its founding in 1982, has been intent on "growing leaders" within the Asian and Pacific Islander (API) communities across the country.

Levantine Cultural Center (levantinecenter.org) promotes a greater understanding of the Middle East and North Africa by presenting artistic and educational programs that bridge political and religious divides.

Mexican American Legal Defense & Educational Fund (maldef.org) was founded in 1968 and is the nation's leading non-profit Latino legal organization.

Muslim Public Affairs Council (mpac.org) is a public service agency working for the civil rights of American Muslims, for the integration of Islam into American pluralism, and for a positive, constructive relationship between American Muslims and their representatives.

National Black Justice Coalition (nbjc.org) is a civil rights organization dedicated to empowering Black same-gender-loving, lesbian, gay, bisexual and transgender people.

National Association for the Advancement of Colored People (naacp.org) has as its mission to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

National Center for Lesbian Rights (nclrights.org) is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

National Coalition for Disability Rights/ADA Watch (adawatch.org) is an alliance of hundreds of disability, civil rights, and social justice organizations united to defend and promote the Americans with Disabilities Act (ADA) and the human rights of children and adults with physical, mental, cognitive and developmental disabilities.

National Council of La Raza (nclr.org) is the largest national Hispanic civil rights and advocacy organization in the United States. NCLR works to improve opportunities for Hispanic Americans.

National Organization of Women (now.org) is the largest organization of feminist activists in the United States. Since its founding in 1966, NOW's goal has been to take action to bring about equality for all women. NOW works to eliminate discrimination and harassment in the workplace, schools, the justice system, and all other sectors of society; secure abortion, birth control and reproductive rights for all women; end all forms of violence against women; eradicate racism, sexism and homophobia; and promote equality and justice in our society.

New York City Department of Cultural Affairs (nyc.gov/html/dcla) is dedicated to supporting and strengthening New York City's vibrant cultural life. Among its primary

missions is to ensure adequate public funding for non-profit cultural organizations, both large and small, throughout the five boroughs.

New York Human Rights (dhr.state.ny.us) has the proud distinction of being the first state in the nation to enact a Human Rights Law, which affords every citizen “an equal opportunity to enjoy a full and productive life.”

New York State Assembly’s Task Force on People with Disabilities (assembly.state.ny.us) focuses on helping individuals with physical and sensory disabilities.

Tarjan Center at UCLA (tarjancenter.ucla.edu) provides leadership in education, research and innovative practices that support the quality of life and community inclusion of all people with disabilities.

UCLA Downtown Labor Center (labor.ucla.edu) plays a unique role as a bridge between the university and the labor community in Southern California. As part of the university, the Labor Center serves as an important source of information about unions and workers to interested scholars and students.

U.S. Equal Employment Opportunities Commission (eeoc.gov) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.