

House Committee on Economic Recovery and Prosperity
900 Court Street NE
Salem, OR 97301

February 16, 2021

Dear House Committee on Economic Recovery and Prosperity,

I'm writing to urge you to **vote YES on HB 3010** pertaining to diversity, equity, and inclusion in incentivized Oregon media productions. It's important that the commitment to Diversity, Equity, & Inclusion be reflected in Oregon's policymaking.

I am a queer, female boom operator now in the 488 Union. It took me over 15 years of working in film as a boom operator before I was able to join the Union. I worked on independent films that made it to Sundance, Tribeca and Cannes. I worked with incredible actors like Oscar winners Octavia Spencer & Michelle Williams. Household names like Melissa McCarthy & Kristen Stewart. But I could not for all my time and experience get into the Union. It was an impenetrable ceiling. Once I met and worked for a Union Mixer, he believed in me, vouched for my skills and was able to bring me on to a union set. It changed my whole life. I had health insurance for the first time in my entire adult life, I got paid for all my hours, where before I had no way of receiving payment when they worked us for 23 hours straight. And I was finally surrounded by workers who wanted to create a safe set to work on for everyone.

I fully support this measure, I know it will greatly improve the lives of queer females like me who have the knowledge and skills to thrive in the industry but didn't have a "connection" or a person to "vouch" for them and bring them into the fold. This would create a clear path based on qualifications not who you are related to or who you "know". Including diverse voices from all walks of life will only improve the safety of all of these productions and make our story telling even better.

Please **vote YES on HB 3010** to encourage diversity, equity, and inclusion in our local production industry. I look forward to witnessing the change that comes about when this bill passes!

Regards,

Heidi DuBose

Boom Operator

Gresham, Oregon