



optimism

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

February 17, 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 currently a Line Producer/Production Supervisor for working in Stop Motion Animation here in Portland. Prior to this I have been an Independent Film and TV producer for over 20 years. I moved to Oregon (from Australia via England) 8 years ago and am a permanent resident. I have produced feature films, documentaries, and shorts. I have experience with all forms of production from super low budget student/volunteer productions to higher end award winning long form projects, including the Academy Award® winning HARVIE KRUMPET: <https://www.imdb.com/name/nm0177707/>

On the project I am currently managing I was asked to provide the Producers and Directors with the BEST stop motion animation crew in the world.

As a personal practice, I actively promote diverse hiring and am proud to say that we have folks who identify as follows: 49% women, 13% POC, 10% GLBTQI and 39% SWM (straight white men). They are all brilliant and together we are making a world class film. I know from my lived experience that this film is going to be better because of the diversity of the crew - that we all benefit from different peoples experiences and perspectives. On this project every hiring 'discovery' we have had has been a woman or POC.

Despite what you may fear, in passing HB 3010 you will NOT be instituting systems that are difficult to manage. They require some thought and commitment, but the rewards to productions are invaluable. In our case for each position we interview candidates of whom half are diverse candidates. We then choose the best candidate. Sometimes we have to search for diverse candidates, sometimes they aren't suited, sometimes it can feel like a waste of time, but giving the diverse candidates experience of a high level interview has value for them and for us. And when we discover a NEW (to us) talent, we are absolutely delighted! It is not a burden on Productions to institute these small but significant changes.

Please **vote YES on HB 3010** to encourage diversity, equity, and inclusion in our local production industry!

Regards,

Melanie Coombs

2144 NW Flanders St, Portland OR 97210