



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

February 17, 2021

To the House Committee on Economic Recovery and Prosperity,

As a 17-year resident, homeowner, and Thai-American small business owner in Oregon, I urge you to **vote YES on HB 3010** pertaining to diversity, equity, and inclusion in incentivized Oregon media productions. It's vital that the commitment to Diversity, Equity, & Inclusion be reflected in Oregon's policymaking.

I'm co-founder and Executive Producer at [Actual Industries](#), a video production company and agency located in Portland. Actual Industries was founded in 2009. Since then, we've created digital marketing and corporate videos for Nike, Harry & David, YouTube, Google, Costco, Amazon, McMenamins, the City of Portland Bureau of Planning & Sustainability, the Oregon Health Authority, and other local businesses and organizations.

Prior to starting Actual Industries, I was a freelance producer at Nike World Headquarters and also directed the cooking show *Caprial and John's Kitchen* for OPB. I have been fortunate to find champions for my career when I began working at the Food Network in NYC. Moving to Portland in 2004, I was encouraged and helped by women in leadership roles who championed my career advancement, but I've also experienced discrimination and harassment from white, predominantly male, crews.

After two decades of a professional career in this industry, the majority spent here in Oregon, it's incredibly troubling that the makeup of crews and, especially, leadership, does not reflect the makeup of our community. HB 3010 can help to create more diverse, inclusive and safer sets by requiring a written Diversity, Equity and Inclusion policy; collecting data for tracking DEI efforts; and establishing a method for addressing harassment and discrimination in incentivized productions.

Diverse crews create stronger work, which leads to more shoots and more opportunities for all crews in Oregon.

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

Sincerely,

Annie Tonsiengsom
Owner / Executive Producer
Actual Industries LLC
Portland, OR