



BLUE COLLAR POST COLLECTIVE PROFESSIONAL DEVELOPMENT ACCESSIBILITY PROGRAM CHARTER

The Blue Collar Post Collective is an accessible and focused, grassroots organization supporting emerging talent in post production.

Part 1: Goals

1.1 The **Blue Collar Post Collective** Professional Development Accessibility Program (PDAP) is an initiative that aims to further the goals of the organization as set out in the Organizational Charter Part 1. The main purpose of the PDAP is to facilitate equal access to important industry events and professional development opportunities as set out in 3.3, to low-income professionals working in film and television post production (as defined in 3.2).

Part 2: PDAP Structure and Governance

2.1.1 The PDAP is run by **Annual Committee** as set out in the Organizational Charter (2.3.1). The chair of that committee will be a member of the **Executive Committee**.

2.1.2 All members of the Annual Committee must act solely in the best interests of the organization, uninfluenced by the possibility of personal benefit for themselves, their families, firms, employees, friends or other bodies of which they may be directors, officers or trustees. The PDAP Committee is bound by the structure and rules for Committees as set out in the Organizational Charter (2.3.2, 2.3.3)

2.1.3 The PDAP Annual Committee is made up of five individuals who are invited by the Executive Committee.

2.1.3.1 These individuals will be prominent and respected members of the Post Production Community, in good standing, who and/or:

- hire, supervise or mentor low-income professionals in their workplace
- have attended a significant number of important industry events such as are defined in this charter 3.3
- through their professional credentials are deemed valuable to the program in an advisory role

Part 3: Definitions

3.1: *Equal Access*

The ability to attend, participate and take advantage of an event and/or professional development opportunity as defined in 3.3 to the same level as an individual of higher income or career position attending the same event.

3.2: *Low-income professionals in film and television post production*

Full-time workers, either staff or freelance, with an income of equal to or less than the reported median income for their city of residence.

3:2(a): The reported median income as defined by the most recent US government data, as found online.

3.3: *Important industry events and professional development opportunities*

Conferences, Trade Shows and significant industry events that are widely attended by film and television professionals as selected by the PDAP Annual Committee. These events must be held within the United States.

Part 4: Procedures

4.1 Evaluation and selection of upcoming industry event(s) that the PDAP Committee will consider facilitating access to:

- The Chair will present a calendar of upcoming events that qualify according to 3.3 to the PDAP Committee.
- A review of the available funds and projected cost of attendance at each event will be undertaken by the treasurer and presented to the PDAP Committee via the chair.
- The PDAP Committee will draw upon their experience and knowledge of the upcoming events and the financial data presented to them, to determine which events will be facilitated in the coming quarter(s).
- Selection of qualifying events is at the sole discretion of the Committee.

4.2 Accepting applications for assistance to attend an event

- Once an event has been selected by the PDAP Committee, an announcement will be made to BCPC Members that applications are open for a specific time period.
- The application will be made digitally via the BCPC website www.bluecollarpostcollective.com/PDAP
- Shortlisted applicants will be required to submit the following to the Committee as proof of income eligibility:
 - A letter from his/her employer stating pay rate and hours
 - A copy of his/her most recent tax return

4.3 The following will be considered in the application review process:

- The level of participation and engagement of the individual applicant in the BCPC over the preceding six months
- The perceived benefit to the individual applicant of attending the selected event
- Factors contributing to a barrier to entry for the individual applicant to the selected event

- The personal narrative of the individual applicant (why they want to go)
 - The budget afforded by the BCPC Treasury for the selected event
- 4.4 Awarding assistance to one or more individuals to attend a specific event:
- Upon selecting an applicant to attend a specific upcoming event, the PDAP Committee will report this selection to the Executive Committee through the chair.
 - The Executive Committee will purchase and arrange travel, accommodation and/or entry to the event for the chosen individual (non-transferable) at the discretion of the Treasurer.
 - The selection of successful applicants is at the sole discretion of the PDAP Committee, and their decision is final.

Part 5: Eligibility

- 5.1 Applicants must be currently residing in the United States
- 5.2 Applicants must be working full-time in the field of film and/or television post production. Freelancers and interns will be accepted, but must not have another source of income, from outside of the industry. While some post production professionals are also required to work in production, the *majority* of the applicant's work must be in post production
- 5.3 Applicants can not be current students
- 5.4 Applicants must earn an annual income of equal to or less than the median income of their city of residence, as defined in 3:2(a)
- 5.5 The location of the applicant (within the USA) will not be a discriminating factor in his/her eligibility for the program. However, budgetary restrictions may be a negative factor if significant travel is required. This will be determined by the committee, in consultation with the Treasurer and the Board, on a case-by-case basis.
- 5.6 Proof of income will be required to receive PDAP assistance. Shortlisted applicants will be asked to submit:
- a letter from their current or most recent employer stating their current pay rate and hours,
 - and a copy of their most recent tax return.