

**Andrea Thomas**

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.

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

I'm a union member of IATSE local 28 and the Chairman of our Diversity and Inclusion group. I joined the union 3 years ago, but worked on the hiring hall list before I became a member. My job is stagehand/wardrobe hair and makeup. I have worked on Broadway and Television & Film Disney, HuLu, and Moda center. I have worked on series, live Broadway shows and concerts.

This policy HB 3010 will actually protect me from working in a hostile bias environment. It will allow me and my fellow coworkers that are of color get gig work in the entertainment industry. And be seen as a person with experience and knowledge that can contribute a solid skill set to the industry; and not forced to leave because we are of color. When there's intimidation on the job from our counterparts it becomes mistreatment towards people of color on the job site, it's most likely to be ignored if we report hostility and discrimination. Holding the industry accountable for their actions will be good to input policies that will protect people of color and secure jobs.

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,

Andrea Thomas

Diversity Chairman / Stagehand

IATSE Local 28

Portland, Oregon

