



WOMEN IN FILM  
AND TELEVISION  
VANCOUVER

March 1st, 2021

Canadian Radio-television and  
Telecommunications Commission  
Ottawa, ON

\*FILED ELECTRONICALLY\*

**Attention: Secretary General**

**Re: Final Comments – CBC/SRC Broadcasting Licence Renewals – BNC CRTC 2019-379**

1. Women In Film and Television Vancouver (WIFTV) is a member-based non-profit society incorporated in 1989 in BC. We are committed to creating an equitable screen-based industry for all women and gender diverse people.
2. By addressing systemic barriers we believe we are also working towards more inclusive, representative media.
3. We approach our mission by:
  - advocating and organizing for equity in funding, employment, and promotional opportunities;
  - providing low-barrier, accessible programming, including mentorship and educational events;
  - and producing the annual Vancouver International Women in Film Festival.
4. Women (trans and cisgender), Two Spirit, non-binary and gender diverse people are welcome to become members of WIFTV. Men are encouraged to join as allies. Our offices are located on the unceded traditional and ancestral homelands of the Musqueam, Squamish, and Tsleil-Waututh Nations.
5. **2020 and the Importance of Intersectionality Going Forward**
6. Before we move on to our recommendations specific to the CBC, we believe it is important to offer an expanded viewpoint for 'diversity'. We noted the struggle that some panelists had in defining what 'diversity' looks like and how to address it in our Canadian broadcasting system.
7. As an organization, we at WIFTV have been immersed in advocating for gender equity in Canadian programming over the past several years, as the Commission is well aware.



8. Looking at the past year, however, we have seen a fundamental shift in our collective experience which we hope leads to more concrete actions on equity and inclusion for all marginalized groups in our industry.
9. Furthermore, we need to recognize and acknowledge the horrific historical treatment of Indigenous peoples and the ongoing devastating legacy of colonialization and anti-Indigenous racism in what we now call Canada.
10. For us, this has required a reckoning as we strive to expand our understanding of the intersection of gender, race, culture, ethnicity, sexual orientation, physical challenges and other layers of complexity.
11. Our mission is to support all women, understanding that intersectional identities will play a role in how we go forward. We at WIFTV are working to understand and support under-represented groups of women within our own membership, while not presuming to speak for them.
12. Specifically, In Canadian programming, we support the notion of “no stories about us, without us”, as BC filmmaker Marie Clements reminds us for First Nations, Inuit and Metis peoples. It applies equally to all racialized peoples in our industry. And so, as we discussed in our oral presentation, our recommendations are based on the critical recognition that in order for diversity and inclusion to be achieved in our industry, the screen-based system in Canada needs to cede the power of representation and story telling to those being represented.
13. This applies to all groups who are under-represented in our industry, on-screen and behind the camera, including women, Indigenous peoples, Black people and people of colour, LGBTQ2+, physically or mentally challenged individuals and others. The CBC has a key role as our national public broadcaster to reflect all Canadians in their programming.
14. We remind the Commission and the CBCB not to forget women as a group in the equity and inclusion discussions. We are still woefully under-represented in the key creative positions on Canadian TV productions, and in particular we note the CBC has appeared to abandon its gender equity promises in order to shift to diversity and inclusion goals that **no longer include women**.
15. Diversity and inclusion does not mean we can abandon the commitments made by broadcasters to achieve gender equity in their Canadian programming by 2025. And that remains a key goal for our organization, together with finding more ways to support women of multiple intersectionalities to be able to tell their own unique stories and thrive in our industry.



**Summary of Recommendations:**

16. As we noted in our oral presentation before the Commission in January, we have a few further concerns and two recommendations.
17. Our concern that in spite of multiple promises by the CBC to collect and publish data on the participation of women in the Canadian programming they produce and commission, there is still no publicly available data.
18. Our concern that crucial references to gender and gender equity appear to have vanished from the CBC's submissions on diversity – where have women gone?
  1. **Therefore, we recommend the CRTC require the CBC to adhere, by Condition of Licence, to the same structured reporting requirements and timelines as the private broadcasters under Bulletin CRTC 2019-304.**
  2. **To support programming by all under-represented groups, we also recommend that the CRTC expand its Broadcaster Productions Report to include diversity data and tracking for underrepresented groups not currently being captured in this annual broadcaster report, including tracking for Black and people of colour in the key creative position, as well as lead actors. To coin an over-used phrase at the hearing, 'if it doesn't get counted, it doesn't get done!'**
19. As noted in our submission, WIFTV has and continues to be deeply concerned by persistent gender inequality and a lack of representation of Indigenous people, racialized people and people with disabilities in the production of Canadian film and television programming. Together, these groups make up the vast majority of Canadians. Therefore, the current systemic biases present at all levels of our industry affect and discriminate against the majority of Canadians working in the industry.
20. **We need to do better.**

Sincerely,

A handwritten signature in black ink, appearing to read 'Susan Brinton'.

Susan Brinton  
Co-Chair, Advocacy Committee



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A handwritten signature in purple ink, appearing to read 'Sharon McGowan', written over a light blue horizontal line.

Sharon McGowan  
Co-Chair, Advocacy Committee

cc: Canadian Broadcasting Corporation - [regulatoryaffairs@cbc.ca](mailto:regulatoryaffairs@cbc.ca)

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