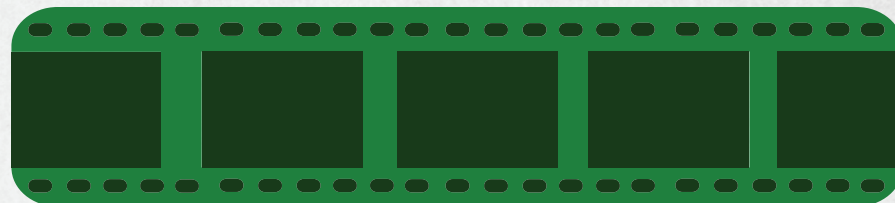
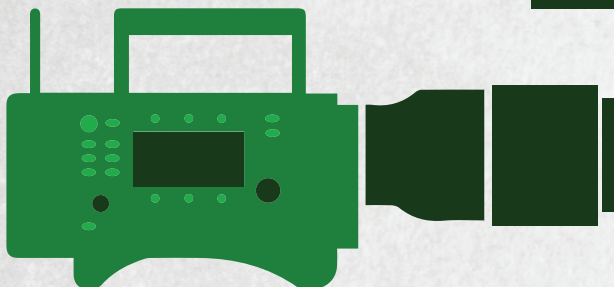
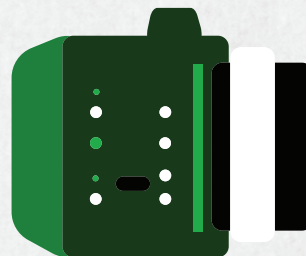
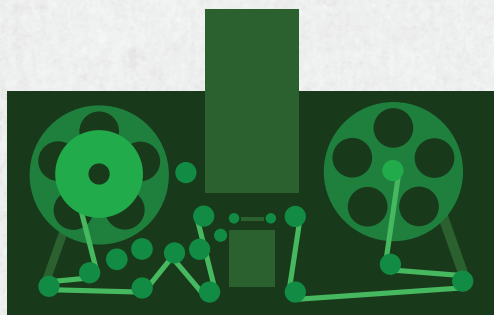


DIGITAL ORCHARD

FOUNDATION



What is the Digital Orchard Foundation?

Part funding body, part lobbying group, part training & networking facilitator, the Digital Orchard Foundation is designed to both pump-up and streamline the resources of those already doing incredible work to support underrepresented groups, as well as to fill the gaps in current provision through new events, advocacy and training.

The Foundation aims to transform the workforce in the roles that Digital Orchard connects with, namely the whole of the camera department and picture-post for film and television.

In order to see a workforce that is representative of society, we specifically aim to support:

- Those who are economically disadvantaged
- Those with caring responsibilities
- People who have physical impairments or are neuro-diverse
- Ethnic minority individuals
- Female, trans and non-binary individuals
- LGBTQ+ individuals

Digital Orchard Foundation is part of Digital Orchard, a film and digital specialist covering a range of services from capture to post, including DITs, video operators, colourists, on and off set film and digital dailies labs, 16mm, 35mm & 65mm film scanning, full picture post, deliverables, archive and restoration.



ACTION NOT WORDS



How Digital Orchard Foundation started out.

The original aim of the Digital Orchard team was to tackle gender inequality, doing all they could to create a workforce that would be more representative of society, both within their own company and in the wider industry. In 2019, we:

- Set up a fund for emerging filmmakers to help them deliver key projects that would move forward their careers.
- Hosted the 50/50 Lunch at Camerimage to make industry pledges that would empower more women to progress into senior technical roles, ensuring these pledges were woven into our action plan for the years ahead.
- Established the New Talent Bar at key industry events, featuring talks from both established and emerging DPs and providing access to advice and industry contacts.
- Successfully achieved 50% representation in our team, including a female Managing Director.

In 2020 Digital Orchard Foundation intended to take this work much further, aiming to empower all underrepresented groups to get access to the opportunities they deserve and help them to progress equally in the industry. In 2020, we:

- Created *Equality In Focus* as a solution to tackle inequality across the entire industry, delivering equality awareness training, signposting ongoing and in-depth learning, and coordinating shared and individual actions for the industry to take to achieve equity and make film and TV productions truly inclusive.
- Created opportunities to celebrate and support the work of those already taking action, including Women In Film & TV, illuminatrix, Women Behind the Camera, Primetime, The British Blacklist, BECTU and IMAGO.
- Ran a number of online events designed to have honest conversations about the issues at hand and what practically can be done about it, putting the responsibility on the industry to make change happen.

Why has Digital Orchard set up the Foundation?

We want to actually make a difference, living up to our slogan: Action Not Words.

We want to take on new talented technicians from underrepresented groups ourselves, and know that more needs to be done to make the industry accessible beyond our own recruitment efforts in order to provide sustainable career-paths.

We work closely with Heads of Departments and industry decision-makers as part of our day job and want to use these opportunities to make change happen for those who need it most.

As we grow, we want to help others grow. Given our values and approach we are in a position to stay agile and respond to the needs of individuals, organisations and the wider industry; we intend to listen, learn and respond to these needs with our funds and resources, matching our company growth with the growth of the Foundation arm and its work.

How does the Foundation work?

- 1) We deliver high-impact events and training to help the industry overcome bias and barriers whilst simultaneously creating opportunities for underrepresented groups.
- 2) We maintain a commitment to make 10% of Digital Orchard's profits available as funding for this work, including supporting relevant third-party projects.
- 3) We signpost, collate and explain, providing useful resources for production and crew to tackle inequality.

Get involved

Get in touch to get involved in any and all aspects of the Foundation, and find out more on our website and social media.



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