



## RESOLUTION OF THE SAG-AFTRA NATIONAL BOARD

*Acknowledging the Crucial Role of Diversity, Equity, Inclusion, and Accessibility in the Authentic Portrayal of the American Scene and Reaffirming Our Commitment to These Principles*

WHEREAS, the accurate and authentic portrayal of the American Scene is essential to the integrity and credibility of the entertainment and media industry; and

WHEREAS, the SAG-AFTRA Constitution in the Preamble declares, "It is a core value of SAG-AFTRA that our strength is in our diversity," and in Article II(E) declares as a union objective "advancing diversity, equity, and inclusion in the media and entertainment industries, ensuring that all members have equal access and opportunity, and are respected as essential contributors to the American Scene"; and

WHEREAS, SAG-AFTRA's collective bargaining agreements have included provisions requiring the industry to reflect the diversity of the American Scene in casting and employment practices since 1963; and

WHEREAS, diversity, equity, and inclusion are not only moral imperatives but also crucial to the creative and economic vitality of our industry, ensuring that stories told on screen resonate with and reflect the lived experiences of all audiences; and

WHEREAS, systemic barriers to full and fair inclusion, equal employment opportunity, and accessibility persist, requiring continued vigilance and advocacy to ensure that progress is maintained and accelerated; and

WHEREAS, SAG-AFTRA has long been a leader in promoting equal opportunity, inclusivity, diversity, and accessibility within the entertainment and media industry, advocating for meaningful representation of historically underrepresented communities and holding employers accountable to their commitments; and

WHEREAS, despite progress, substantial work remains to be done to ensure that all voices, backgrounds, and identities are equitably represented both in front of and behind the camera, as well as across all forms of media;

NOW, THEREFORE, BE IT RESOLVED, that the SAG-AFTRA National Board reaffirms SAG-AFTRA's unwavering commitment to equal employment opportunity, diversity, equity, inclusion, and accessibility as fundamental to the mission of our union and the future of our industry; and

BE IT FURTHER RESOLVED, that SAG-AFTRA will continue to work with industry stakeholders, advocacy groups, and policymakers to advance meaningful, measurable, and enforceable progress in creating a more inclusive industry, both on-screen and behind the scenes; and

BE IT FINALLY RESOLVED, that SAG-AFTRA remains steadfast in its commitment to holding the industry accountable for meeting its contractual obligations, fostering an environment of respect, collaboration and opportunity for all members, ensuring that the stories told in entertainment and media genuinely reflect the richness and depth of the American Scene in all its infinite diversity in infinite combinations.

Dated: March 15, 2025