



March 25, 2022

David Rubin, President
Academy of Motion Pictures Arts and Sciences
8949 Wilshire Boulevard
Beverly Hills, CA 90211

RE: Latino Representation in the Film Industry

Dear Mr. Rubin:

On behalf of the California Latino Legislative Caucus, we write to express our continued concern with the lack of Latino representation in the film industry and to request an update on the Academy's efforts to increase diversity, equity, and inclusion at all levels within the community. Latinos account for 40 percent of the state's population, yet they remain underrepresented amongst all roles in the film industry – a fact made painfully public every year during the Oscars and other award shows.

According to a newly released UCLA College of Social Sciences report on Hollywood diversity, in 2021 Latinos made up only 7.7 percent of all film roles and less than 6 percent of all writers and directors. We trust you share our concern over these low numbers and their persistence over the years.

Our caucus understands that issues of diversity, equity, and inclusion cannot be solved solely by the film industry. Indeed, we recognize and commend the Academy for taking some steps in the recent years to improve diversity and promote inclusive practices. To complement these efforts, we helped secure additional film tax credits through the CA Film Commission to bolster diversity for all roles in the film industry. This tax credit will reward film companies that implement a bold workforce development plan that increases diversity. We are hopeful that the film industry will take advantage of this investment and help close our community's film workforce representation gap.

The Latino Caucus looks forward to learning more about the Academy's actions to improve the stark disparities in Latino representation. As state legislators, we are eager to work collaboratively with you and other film industry stakeholders to elevate Latino representation above and below the line. Thank you for your consideration and attention to this critical issue.

Sincerely,

MARÍA ELENA DURAZO
Chair, CA Latino Legislative Caucus
Senator, 24th District

ROBERT RIVAS
Vice Chair, CA Latino Legislative Caucus
Assemblymember, 30th District

(CHAIR)
Senator María Elena Durazo

(VICE CHAIR)
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