



## Onondaga County Production Incentive Program



### Diversity, Equity, And Representation Scoring Template for D.E.A.R. Incentive Enhancement

Onondaga County values the diverse composition of its communities.

Applicants to the Onondaga County production incentive program may also apply for the D.E.A.R. incentive enhancement. This bonus can increase the incentive rate for Qualified Expenditure in Onondaga County between an additional 1-5%, potentially enabling a production to exceed the \$300,000 rebate limit.

To take advantage of this incentive enhancement, applicants **must** include a completed D.E.A.R. form at the time of submission. Panelists will review the form and associated materials before determining an applicant's funding status. The following rubric outlines how applicants may be eligible for a D.E.A.R. incentive enhancement.

- The term "minority" shall apply on the basis of gender, race, ethnicity, or disability for the purpose of increasing representation in a visual medium.
- Incentive enhancement is also available for productions that utilize labor from the local veteran community.
- Incentive enhancement is also available for productions that hire individuals who identify as disabled and who request an accommodation to perform their work.
- An additional bonus is available for the hiring and inclusion of students enrolled in a local college or university, so that they may gain valuable experience, learn a trade, and improve their understanding of industry standards in the context of a professional environment.

Consistent with federal labor law, employers may not compel individuals to disclose race, ethnicity, gender identity, or disability. For the purpose of the Incentive Enhancement, it is acknowledged that such information may only be provided voluntarily and at the discretion of the individual employee.

Productions must append to their applications copies of Student I.D. cards to verify student hires and qualify for the corresponding incentive bonus.

Productions must append one of the following to their applications to verify veteran hires and qualify for the corresponding incentive bonus: Proof of Veteran Status Form DD 214, or NYS Driver's License indicating veteran status for local qualified labor hires.

<b>Category</b>	<b>Condition</b>	<b>Incentive Enhancement</b>
Students and Veterans	Are at least 10% of the cast or crew a combination of student or veteran hires?	1%
Director / Key Creatives / Personnel	Is at least 50% of the key staff from a minority group? <ul style="list-style-type: none"> <li>- Director</li> <li>- Writer(s)</li> <li>- Producer(s)</li> <li>- Department Heads</li> </ul>	1%
Cast	Is/are the lead role(s) played by a person or persons from a minority group?	1%
Crew	Are at least 50% of the crew from a minority group?	1%
Story	Is the story applicable to minority issues, or promote a minority perspective and/or lived-experience in a constructive and empathetic way?	1%

**Are at least 10% of the cast or crew a combination of student or veteran hires? If so, please explain and provide the relevant supporting documentation:**

**Is at least 50% of the key staff from a minority group? Yes / no. If applicable, please include IMDB links.**

**Is/are the lead role(s) played by a person or persons from a minority group? Yes / no. If applicable, please include IMDB links.**

**Are at least 50% of the crew from a minority group? Yes / no.**

**Incentive Enhancement for “Story” will be evaluated by panelists.**