



**July Black**  
Singer, Songwriter  
Actor



# 2024 IMPACT REPORT

**Organized for Action**



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# Funding Partners



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada


# Funding Partners





## Our Vision

Black Canadians are thriving throughout the screen industries, and their stories engage and inspire audiences globally.

## Mission

The Black Screen Offices' goals are to make Canada's screen industries' practices and policies equitable and **free of anti-Black racism**; to collaborative with decision-makers to develop tools and strategies that enable **system-level engagement and accountability**; and to **empower Black Canadians** working within the screen industries.



# A Message from our Chief Executive Officer

Dear BSO Community,

This past year, the BSO has significantly expanded its influence in driving change within Canada's screen industries. Since our founding in 2020, we've remained steadfast in our mission to break down barriers and amplify Black stories.

In 2024, we embarked on a transformative National Tour, bringing together Black content creators across Canada. These roundtables fostered vital local connections while opening access to resources often concentrated in hubs like Toronto. By building this vibrant, national community, we're empowering creators to collaborate, share insights, and elevate each other's work.

We also expanded training initiatives and enhanced programs like the Rogers-BSO Script Development Program, ensuring Black talent has the tools to create, thrive, and succeed. Every project reflects our unwavering commitment to a screen landscape where diversity is integral, not optional.

This progress would not have been possible without the dedication, creativity, and passion of our incredible staff, whose hard work brings BSO's vision to life every day. I'm also deeply grateful to our Board of Directors for their guidance and to our funders and partners for their invaluable support. Together, we're driving meaningful change and creating opportunities for Black creators to shine.

With gratitude,

Joan



**Joan Jenkinson**  
Chief Executive Officer



# A Message from the Co-Chairs of our Board of Directors

Dear Friends and Partners,

As Co-Chairs of the Black Screen Office, we are proud to reflect on a year of significant progress in our collective journey toward an equitable and inclusive Canadian screen industry. The BSO's accomplishments this year are a testament to the strength of our mission and the leadership of a dedicated board committed to driving systemic change.

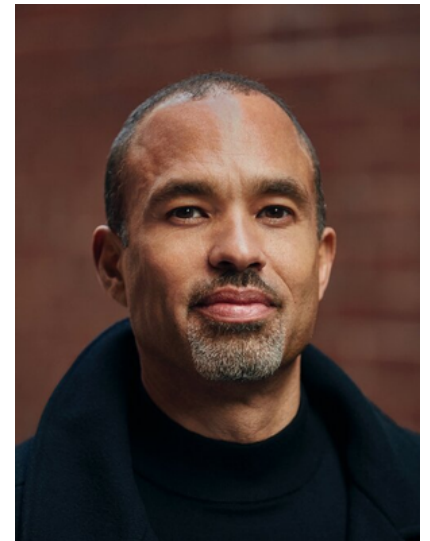
From Montreal to Vancouver, the board's diverse perspectives have guided the BSO in tackling complex challenges and creating opportunities that empower Black screen professionals. We have worked to build a foundation for lasting impact through initiatives like the BSO National Tour, the Rogers-BSO Script Development Program, and industry-wide frameworks for IDEA and self-ID data practices.

Strengthening production companies and fostering dynamic, innovative businesses remain a critical focus. By doing so, we amplify diverse voices and position Canadian content for greater global success. Together with our funders, partners, and supporters, we are paving the way for a vibrant ecosystem where creativity thrives and every story has a place.

Thank you for your unwavering belief in the BSO's vision. Your support fuels our resolve to ensure that Black voices are integral to Canada's evolving media landscape. Let us move forward with determination and optimism, building an industry that truly reflects the richness of our shared stories.

Sincerely,

Haydn Wazelle & Richard Jean-Baptiste  
Co-Chairs, Black Screen Office



**Richard Jean-Baptiste**  
Co-Chair, BSO



**Haydn Wazelle**  
Co-Chair, BSO

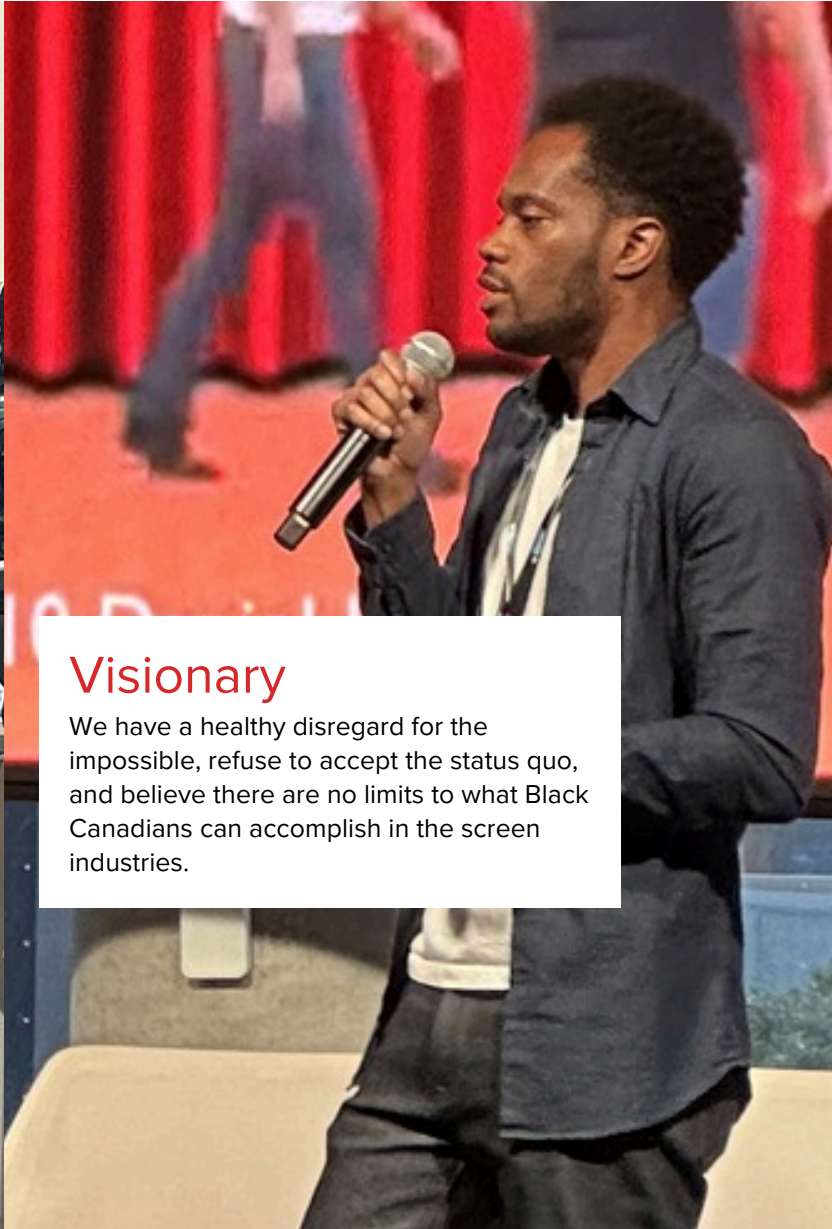


# Guiding Principles



## Empowering

We recognize and nurture the power that is already present in Black Canadians, creating opportunities for us to shape our own destiny within the screen industries.



## Visionary

We have a healthy disregard for the impossible, refuse to accept the status quo, and believe there are no limits to what Black Canadians can accomplish in the screen industries.



## Unapologetically Black

We are an organization that believes in the power of Black leadership and talent. We recognize that there are multiple Black communities and identities in Canada and we are a home for all.



## Transparent

We share all aspects of our work: what we do, how we do it, and our learnings along the way.

# By the Numbers





# Programs and Strategic Developments

## Rogers-BSO Script Development Fund

BSO continued its support for Black creatives through the Rogers-BSO Script Development Fund. This fund aims to guide Black and other racialized creatives through scriptwriting stages, providing funding, mentorship, and networking opportunities with industry professionals. Administered by CISF and in collaboration with the DOC Institute. It is back by our partners **Rogers, Warner Bros Discovery, and the Bell Fund.**

## Black Creators Festival Initiative

This initiative saw increased engagement this year, allowing Black Canadian filmmakers to showcase their work on international stages, including the **European Film Market (EFM), Cannes Film Festival, Banff World Media Festival, MIP Africa, TIFF, Content Canada, and Content London.** It is backed by partners **Paramount+, Heritage Canada, Black Opportunity Fund** and **Telefilm Canada.**

## Mentorship Office Hours

The BSO Mentorship Office Hours program provides emerging Black screen professionals with a unique opportunity to connect with seasoned industry mentors. This program is designed to foster meaningful one-on-one discussions, offering personalized guidance, career advice, and insights into navigating the screen industry. Participants can seek support on projects, professional development, or industry challenges in a safe and inclusive environment. Sponsored by **Ontario Creates.**

“As an independent Black producer, it had been quite a while since I last had the chance to participate in a festival due to financial constraints. This presented a great opportunity to connect with the industry professionals, which was essential as I am currently working on my feature film and aiming to network with distributors and senior executives to secure \$1 million CAD to close my financing.”

– Black Creators Festival Program Delegate



# Programs and Strategic Developments

“ My mentor was excellent! He connected with me through the BSO. He advocated for my presence during the two-day shoot of the production for the TV-hour special. He created a welcoming space on set and was accessible for me to ask questions about my role. I was invited on the first day of production as an assistant director to both the directors on set, and on the second day of production, I was invited as an on-set wrangler for celebrity guest and multi-award winning WNBA champion, Sheryl Swoopes. The level of trust placed in my ability was humbling, and it inspired me to work hard and deliver my best self on set.”

– BSO-DGC Black Women Directors Accelerator Mentee

## BSO-CMPA Black Producers Accelerator Program

This partnership with the CMPA continues to address the need for mentorship and resource-sharing for Black producers, offering participants hands-on experience and direct access to industry veterans. Funded in partnership with **Entertainment Partners** and **Canadian Media Producers Association (CMPA)**.

## BSO-DGC Black Women Directors Accelerator

This program has provided invaluable observerships for Black women directors, emphasizing the need for gender inclusivity in senior creative roles. The initiative is supported by Canadian independent producers and broadcasters and funded in partnership with **Women and Gender Equity Canada (WAGE)**, **Creative BC**, and **Scotia Rise**.

## BSO Mid-Career Accelerator

Designed for mid-level professionals, this program focuses on career advancement through customized support, networking, and executive-level training. Funded in partnership with the **Canadian Media Fund**, **Women and Gender Equity Canada (WAGE)**, and **RBC**.

# Special Events

“ What I enjoyed the most about the BSO Symposium was the richness of the programming from beginning to end. It was evident that there was a careful selection of inspiring, dedicated and experienced individuals who reflected differing point of views while cultivating to one message: our time is now. The flow and order of performances, sessions and panels also was intriguing - starting with July Black was like breathing life into me and set the tone for the rest of the day.

## BSO Symposium

The 2024 BSO Symposium was a landmark event, amplifying Black voices across Canada and celebrating the influence of Black culture globally. This year's Symposium included networking sessions, roundtables, and notable panels featuring prominent industry figures like **July Black**, **Sean Cohan**, **Anthony Morgan**, and **O-T Fagbenle**.

“ I felt seen, heard, and represented throughout every presentation with opportunity to interact with new people around my table and engage in stimulating activities together - growing understanding between each other, new relationships, ideas and beliefs. I felt really proud to be in the room alongside talented Black creatives. When I took a second to look around I realized, this is historical. -BSO Symposium Attendee

## National Tour and Community Engagement

As part of its nationwide outreach, the BSO conducted a National Tour that engaged Black creatives and professionals across Canada. The tour, which included roundtable discussions in cities far from major production hubs, i.e., **Vancouver, Calgary, Edmonton, Winnipeg, Ottawa, Halifax** and **St. John's**, provided a forum for participants to voice unique challenges, particularly around visibility and access to resources. Attendees emphasized the importance of local engagement and stronger networks with the BSO. Children's programming emerged as a particularly vital area, underscoring the demand for inclusive content that represents Black experiences from a young age.





Lea Marin  
Director of Development,  
Drama, Scripted Content, CBC

Jackie Jacqueline Jackson  
Jamaica Film Commissioner,  
JAMPRO



Melissa Adeyemo  
Founder and CEO,  
Omnia Studios

Renee Robinson  
Creative Economy Strategist

John Chisholm  
18 Avenue Road  
Africa, Middle East & Europe  
Association

Lynne O'Rourke  
President, BSO

Michelle  
Executive Director





# Research and Action Initiatives

## The **Étre vu.e.s (Being Seen): Quebec Report**

The report explores the Quebec media landscape and its impact on Black, racialized, 2SLGBTQIA+, and people with disabilities communities. The report consists of four main components.

The first one addresses the **Quebec media landscape** and aims to explore the rich tapestry of Quebec's history, immigration patterns, and how these elements shape media consumption in the province.

The second component addresses the notion of the **Quebec audience** as in: who truly represents the Quebec consumer? We dissect the stereotypes, urban vs. regional audiences and compare Quebec's progress with the rest of Canada.

The third part of the report uncovers the complexities of **performative representation**, tokenism, and the quest for authentic storytelling in Quebec's media.

Lastly, the final and most important part of the report is the **powerful directives** from our communities aimed at creating a more inclusive and representative media landscape. This report promises to shed light on critical issues and provide actionable insights to drive meaningful change.



**Aurelie Milord**

Étre vu.e.s Quebec Report Researcher

## **Anti-Black Racism Policy Framework**

The BSO is leading the development of an Anti-Black Racism Policy Framework for the **Canadian screen and cultural industries**. This framework aims to address systemic Anti-Black Racism and foster more inclusive and equitable institutions.

The project builds on BSO's previous work and research, aiming to create lasting, systemic change rather than making incremental adjustments.

The goal is to guide organizations in combating Anti-Black Racism by identifying challenges and offering actionable solutions. The release is scheduled for March 2025



**Marina Mathieu**



**Kelly Lynne Ashton**

Anti-Black Policy Framework Researchers

## **Being Seen and Being Heard**

BSO's **Being Seen** directives continue to be a foundational tool for authentic representation. The directives, developed through extensive consultations with Black, racialized, 2SLGBTQIA+, and people with disabilities communities, offer industry-wide standards for accurately representing these communities on screen.

The **Being Heard** report documented Black professionals' experiences in Canada's screen industries, providing essential data for systemic advocacy efforts. These insights have driven industry consultations and informed BSO's advocacy, training, and creating the BSO Fund for Black-led content creation.

# Research and Action Initiatives



“The stereotypes that we’re used to seeing, they affect the way we create. We analyze our own projects and we think ‘am I going to get funding if I’m not telling the story they want to hear?’ So, you start creating differently because you want to fit the expectations. We have to deconstruct this and be confident about our own stories.”

– Being Seen Consultation Participant

## Practical Tools and Workshops

BSO’s [Research and Action Centre](#) has equipped organizations with **actionable tools** through training and workshops tailored to address anti-Black racism in their operations. Workshops based on Being Seen and Being Heard reports were conducted for organizations at various stages of their equity journeys, including **practical exercises** to embed equitable practices within teams.

The Centre also offers **downloadable reports** as a resource hub, providing comprehensive data to industry players committed to progress.

## Advocacy and Industry Influence

BSO initiated a **Collaborative Network** for industry leaders to establish unified inclusion, diversity, equity, and accessibility (IDEA) standards across the industry, recognizing that accountability, data collection and coordinated training are essential to be effective.

Throughout the year, BSO has actively engaged in national conversations about screen industry reform. Notably, BSO has engaged in dialogues around equitable representation, including the Online Streaming Act, CanCon definition and IDEA.

# Looking Ahead

## Looking Ahead: BSO Fund and Global Reach

In the coming year, the BSO Fund will hopefully be launched. It is dedicated to financing Black-led projects, creating a much-needed financial infrastructure to support emerging and mid-career Black filmmakers. The fund's training plan will offer bespoke support for projects that receive funding.

BSO is developing an online global community for Black media professionals, creating a platform for transcontinental collaboration, networking, and resource sharing to extend the reach and impact of Black Canadian stories.

Through these initiatives, the Black Screen Office has strengthened its role as a transformative force in Canada's screen industries, fostering systemic change and empowering Black talent to contribute meaningfully to the screen landscape. To stay engaged with BSO's work, visit the website and explore ways to support our mission.

**“I support the Black Screen Office Fund (BSOF) because it addresses a critical need in the Canadian screen industry by promoting diversity, inclusion, and equitable opportunities for Black Canadian talent. The BSOF is essential for creating platforms that highlight Black narratives, fostering a richer and more diverse cultural representation. By providing resources and support to Black filmmakers, writers, and other creatives, the BSOF helps to dismantle systemic barriers and creates pathways for new voices and stories that reflect the true diversity of Canada.”**

– Black Screen Office Fund Supporter



# We are BSO

## STAFF

Joan Jenkinson, *CEO, Co-Founder*

Natassia Morris, *Business Manager*

Stacy Simpson, *Social Media Manager*

Hoda Ali, *Programming Manager*

Rowan Acromond, *Executive Assistant*

Nesta Badio, *Programming Assistant*

## OTHER FOUNDERS

Maya Annik Bedward

Damon D'Oliveira

Jennifer Holness

Charles Officer, 1972-2023

Sudz Sutherland

Clement Virgo

Tonya Williams

## BOARD OF DIRECTORS

Haydn Wazelle *Board Member, Co-chair*

Richard Jean-Baptiste *Board Member, Co-chair*

Jenine Gregory *Treasurer, Board Member*

Alicia Petrusa *Secretary, Board Member*

Laetitia Angba *Board Member*

samah ali *Board Member*

Cory Bowles *Board Member*

Nicholas (Nick) Davis *Board Member*

Trevor Hampden *Board Member*

Floyd Kane *Board Member, Founder*





# Financial Statements

## STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

Year ended December 31, 2023

	2023	2022
<b>REVENUE</b>		
Grants	\$ 1,421,811	\$1,487,484
Sponsorship Income	84,882	14,887
Donations & Other Income	6,940	-
Honorarium	3,085	3,356
	1,516,718	1,505,727
<b>COST OF SALES</b>		
Project Costs	688,964	933,179
<b>GROSS MARGIN</b>	<b>827,754</b>	<b>572,548</b>
<b>EXPENDITURES</b>		
Staff Cost	428,489	303,501
Consulting and professional fees	234,410	170,702
Non recoverable HST/GST	54,242	-
Marketing & Communications	47,865	18,505
Travel	23,512	5,642
Bookkeeping	11,227	5,814
Administrative expenses	10,637	11,270
Insurance	8,548	5,871
Amortization	8,298	8,025
Audit fees	7,200	7,720
Meals and entertainment	2,171	10,333
Bank charges	1,621	2,589
Memberships	270	196
Office Equipment	257	1,853
Computer expense	-	1,058
	838,747	553,079
<b>OTHER INCOME (EXPENSE)</b>		
Interest	-	(21)
Loss on foreign exchange	1,281	1,676
	1,281	1,655
<b>EXCESS OF REVENUE OVER EXPENDITURES</b>	<b>(12,274)</b>	<b>17,814</b>
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>36,198</b>	<b>18,384</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 23,924</b>	<b>\$ 36,198</b>

# BSO IN RESIDENCE AT CBC

## CBC Toronto Broadcast Centre

[www.bso-ben.ca](http://www.bso-ben.ca)



**BSO**  
BLACK SCREEN OFFICE | BUREAU DE L'ÉCRAN DES NOIRS