

# 2021 - 2022 ANNUAL REPORT



*Training filmmakers of  
color to create stories  
for healing and justice.*

[www.justiceformysister.org](http://www.justiceformysister.org) | [info@justiceformysister.org](mailto:info@justiceformysister.org)

# A note from our Founder

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As a community organizer, I spent YEARS burnt out, dedicated to the Lucha and struggle. Admittedly, that's still my default factory setting. And yet, the work of Justice for My Sister calls for softness and vulnerability to create safe spaces where all (including myself) can show up fully as ourselves in our human-ness.

Inspired by adrienne maree brown's thought leadership, I'm cultivating the practice of intentionally feeling satisfied with my work. The gift of this practice is that now, instead of feeling defeated because the uphill journey is so steep, I'm able to really receive the medicine from our participants—in the present moment.

Recently we hosted a screening of our students' Video Diaries. Getting to the venue was stressful. I was running behind and still coordinating last-minute details with our co-facilitator/editor Pea Nuñez. Landing at the venue, I was able to soften to the medicine of showing up.

Within a few minutes, our participant Mercedes Mijares arrived. She had called just two days prior with cold feet, feeling too vulnerable to attend the screening. Seeing her there, I knew we had a breakthrough.

I welcomed her with some sage smudge that was gifted to me by my teacher Maestra CC who transitioned to the spirit world last year.

Mercedes was joined by her cohort members: X Rios and Jackelyn Santiago, along with over 30 community members eager to watch their films and hear their stories. Our students turned directors, shared how making these films helped them to deepen their continued healing journeys.

I saw Mercedes' hard exterior melt, X step into his shameless humor, and Jackelyn stand in her loving conviction. THAT was medicine to me and everyone in the room. The level of trust it took for our directors to show up the way they did and for our audience to receive them with such open hearts was total confirmation that we are accomplishing what we set out to do.

I'm fortunate to have many moments like this at JFMS. Hopefully, this Annual Report gives you a feel for that as well, as you step into our circle and feel this satisfaction medicine for yourself.

**Kimberly Bautista**  
**Founder & Executive Director**



"The level of trust it took for our directors to show up the way they did and for our audience to receive them with such open hearts was total confirmation that we are accomplishing what we set out to do."

Thank you for believing in Justice for My Sister and joining me in "la lucha."

*Kimberly Bautista*  
*Founder & Executive Director*



## A year of learning and growth.

In the past year and a half, JFMS has expanded to deepen our impact by creating programs that provide a clear pathway for filmmakers of color to find job opportunities and success as artists. Together with our Afterschool-Arts programs, we were able to triple the number of students reached and the number of hours of programming.

We're grateful to our community for the opportunity to heal through this important work as we continue to expand our impact and develop nourishing professional relationships with our team and the artists we serve.

## Impact Snapshot

**584**

Total number of students

**693**

Total number of program hours

**45**

Total number of artists employed as staff

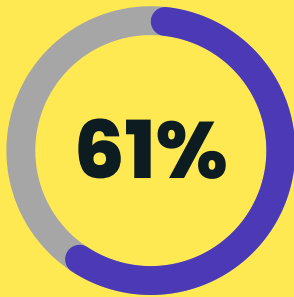
## WHO WE DO IT FOR?

# Our Students

Our students are emerging filmmakers of color, ages 12-40. Our community of artists, survivors, leaders, and advocates come from communities of color all over the United States. They are our reason to continue creating spaces where early-career artists of color can develop their stories, heal from trauma, and build avenues for long-term success.



100% of participants have experienced gender-based violence, racial discrimination, workplace discrimination, incarceration, or housing insecurity.



61% of our students identify as female, 21% as male, and 18% as nonbinary/gender nonconforming.



“

***This program taught me the importance of working and standing up for the art I believe in. It solidified what it means to be a PA and how to lead with empathy, flexibility, and openness. I see myself in the future, leading with what I have learned- being open to change, standing up for others, creating for our communities, and ultimately, creating an environment where people feel supported and taken care of.***

**-2022 PA Certification Program Participant**



## OUR PROGRAMS

# PA Certification Program

In 2022, JFMS launched the inaugural cohort of the Production Assistant (PA) Certification Program to address the lack of professional opportunities for early-career filmmakers of color. We welcomed 31 filmmakers of color who received over 24 hours of online training in set etiquette and self-advocacy. From there, 15 students were selected to receive stipends from JFMS to work on BIPOC-led short films, to gain on-set experience and mentorship, and in turn, increase the capacity of these professional productions.

***Thank you to the productions that hosted our PA Certification Fellows.***



^ Behind the scenes of Roy & Patricia Disney Family Foundation Client Video.



^ Behind the scenes of "Punk is Punk" by Artevista Films.



^ Behind the scenes of "El Paisa" by El Paisa Film, LLC.



^ PA's and mentor on "Undocumented Tales" by Ibanez Productions

Other films we partnered with include: "Inside" by We Make Movies, "Zora's Last Day on Earth" by La Producción, and "Pick Up Game" by Flamboiant Films.

# The PA Certification Program in numbers

## 83%

of participants had never been on set before participating in the program.

## 90.9%

of students reported learning new tools to become more confident production assistants.

## 95.4%

of students reported learning new techniques to effectively apply trauma-informed practices on sets.



## Thank you to our partners & funders

JFMS students participated in the production of 7 short films and marketing videos for our clients and partners. **Thanks to the companies who hired JFMS, to the partners who provide mentorship to our students, to the companies that are providing job opportunities, and to our donors.** With your support, our filmmakers are receiving life-changing opportunities.

Interested in hiring us? Send us an email at [info@justiceformysister.org](mailto:info@justiceformysister.org)





## OUR PROGRAMS

# Our 2021- 2022 Achievements

## 2nd and 3rd Cohorts of the BIPOC Sci-Fi Screenwriting Lab

JFMS welcomed 26 talented writers total to the 2021 and 2022 BIPOC Sci-Fi Screenwriting Lab. Fellows worked on developing the script of their first TV pilot and pitching their scripts. 12 Fellows went on to receive extensive mentorship from industry professionals and have worked to publish their scripts on The Blacklist.

## Relaunch of Video Diaries in 2022

JFMS relaunched Video Diaries in 2022 after having been on hiatus since the beginning of the pandemic. 8 filmmakers of color were guided to develop their own personal documentaries through a workshop series designed to enhance their skills in videography and editing skills. The video diaries of all participants shed light on stories that are untold or misrepresented in the predominantly white and male film industry.

26

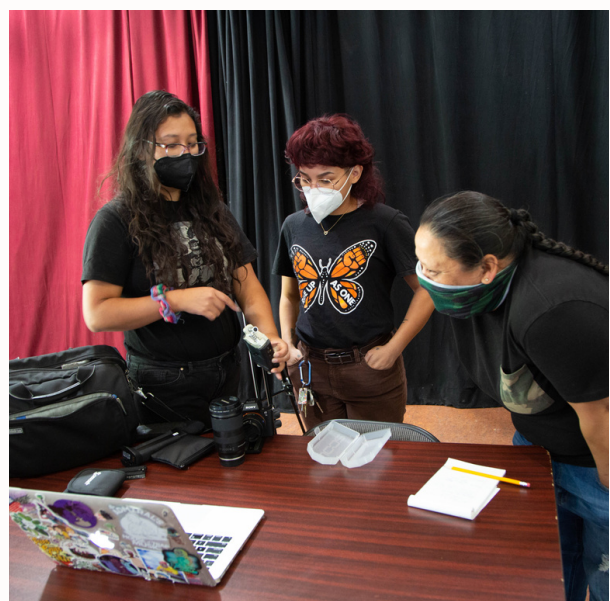
BIPOC Sci-fi Lab Fellows.

30

Short videos produced.

100+

100+ Hours of on-set training per PA graduate.



Video Diaries mentor Pea with students Jackelyn and Mercedes at our training.

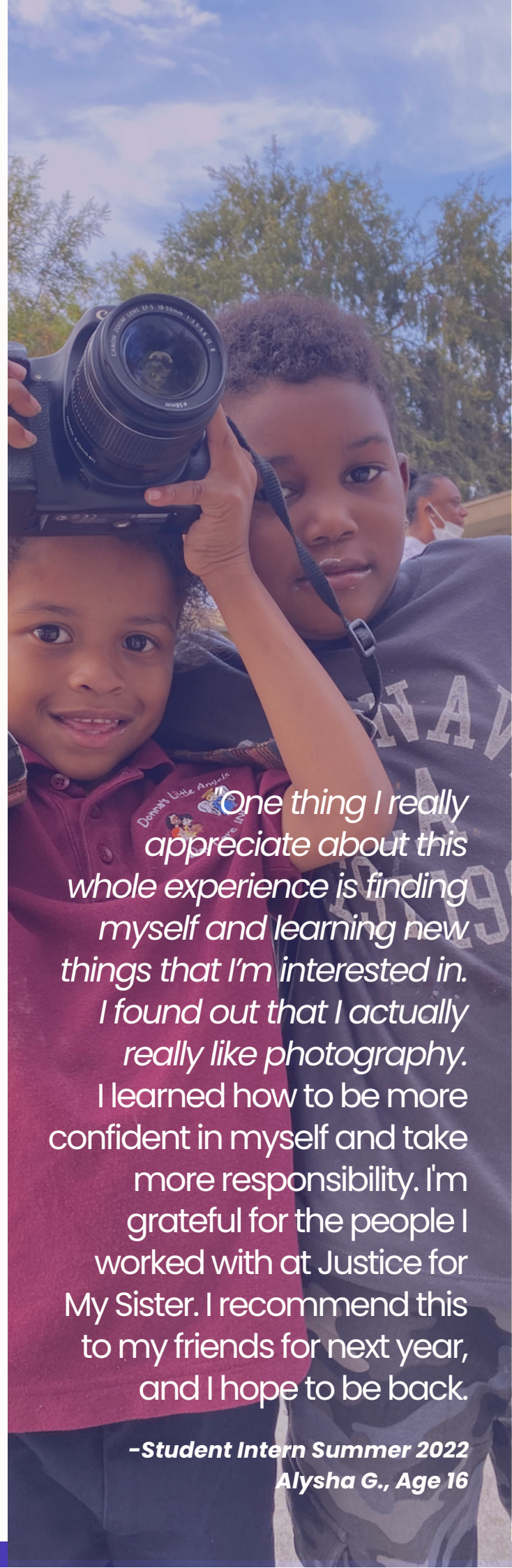
## OUR PROGRAMS

### *Afterschool Arts Program for Youth*

JFMS' contract with the Department of Arts and Culture and the Department of Parks and Recreation continued throughout the winter, spring, and summer sessions of 2022. Our staff provided healing-centered art classes to youth ages 10-18 at 5 park locations throughout Los Angeles County. Over 100 students worked on building their creativity through filmmaking, photography, mural making, drawing and zine making, and painting classes as part of a holistic effort to use arts education as a tool for liberation.

### *Parks After Darks in Los Angeles*

JFMS curated weekly Parks After Dark events in the Los Angeles area in partnership with the Department of Parks and Recreation for the summer of 2022. JFMS Teaching Artists, guest artists, and interns provided mandala-making, drumming lessons, filmmaking classes, and more to over 500 community members in Watts, South LA, Sylmar, and Azusa.



*One thing I really appreciate about this whole experience is finding myself and learning new things that I'm interested in. I found out that I actually really like photography. I learned how to be more confident in myself and take more responsibility. I'm grateful for the people I worked with at Justice for My Sister. I recommend this to my friends for next year, and I hope to be back.*

**-Student Intern Summer 2022  
Alysha G., Age 16**

# Meet the Team

Justice for My Sister is an organization entirely led by people of color, personally committed to trauma-informed storytelling and facilitation and to providing a safe where students can feel supported to both hone their creative skills and heal.



**Kimberly Bautista**  
Executive Director & Founder



**Julissa Villatoro**  
Programs Assistant



**Melba Martinez**  
Social Media Coordinator



**Sebastian Gonzalez**  
Teaching Artist



**Clover**  
Teaching Artist



**Nancy Ramos**  
Editor

## Our Program Mentors

**Janet Arelis Quezada**  
BIPOC Sci-Fi Lead Facilitator

**Karla Legaspy**  
BIPOC Sci-Fi Admin Support

**Adesola Thomas**  
BIPOC Sci-Fi Mentor & Co-facilitator

**Eddie Hemphill**  
BIPOC Sci-Fi Mentor & Co-facilitator

**Nanobah Becker**  
BIPOC Sci-Fi Mentor & Co-facilitator

**Patricia Ovando**  
Video Diaries Mentor & Co-facilitator

**Pea Nuñez**  
Video Diaries Mentor & Co-facilitator

**Mayana Geathers**  
Curriculum Developer

**Ronnie Clack**  
Video Diaries Mentor & Co-facilitator

**Sannii Crespina-Flores**  
Video Diaries Mentor & Co-facilitator

**RJ Abesamis**  
Teaching Artist

**In 2022, JFMS created our Youth Council to develop an avenue for meaningful participant leadership. Together with our Advisory Board, they play an important role in expanding our community so that we may continue creating change in the TV and Film industry.**

## ***JFMS Youth Council***



**Alexandra  
Azuiké**



**Desiree  
Carcamo**



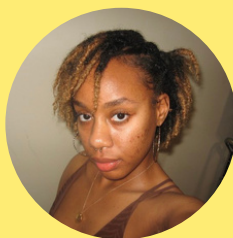
**Espiritu Enriquez**



**Andy James  
Garcia**



**Jackelyn  
Santiago**



**Ashante Weir**

## ***JFMS Advisory Board***



**Chris Hastings**



**Eliza Hooper**



**Molly Murphy**



**Ivonne Rodriguez**



**Shannon Matta**



**Marie Alyse  
Rodriguez**

*If you are interested in applying to be part of our Advisory Board in 2022, contact us at [info@justiceformsister.org](mailto:info@justiceformsister.org).*

*This year, we opened our leadership opportunities up to a circle of supporters and formed a seasonal brain trust of advocates to energize our end-of-year giving campaign. Email us to join!*



# We are so grateful for you!

Justice for My Sister thanks each and every one of you who contributed last year. Your support allows us to continue providing healing-centered film instruction to emerging artists of color. Thank you for believing in the vision.



WarnerMedia



PARK PROUD LA



NATIONAL ENDOWMENT FOR THE HUMANITIES



PERSPECTIVE FUND

## OUR 2023 GOALS

# Looking Ahead

Achieving our vision of a systemic change in the TV and Film industry requires constantly looking for new and innovative services. Next year, we are building the infrastructure to take our organization to the next level, serve more students, and provide them with additional training, resources, and opportunities to grow and become successful artists. **Help us continue creating opportunities for underrepresented emerging filmmakers by supporting our goals for 2023.**

### *Expand our PA Certification Program.*

For 2023, we aim to increase the number of partners and diversify our pipeline. In this way, we can provide more long-term studio jobs to our participants.



### *New initiatives to incite change at the industry level.*

Our programmatic work continues to expand with the forthcoming launch of the JFMS Trauma-Informed Certification Program, a nationwide-facing program that provides train-the-trainer workshops with guiding principles to encourage writers, directors, and producers to produce stories and images that are conscientious of their impact on normalizing violence against women and gender nonconforming people, with an eye towards contributing to a structural shift that honors experiences of trauma and pushes the needle for healing and liberation.

# Get Involved

We invite you to become part of the movement to transform the film and TV industry. **Get involved in our organization in various meaningful ways.**

## Donate.

- **\$50/month** helps us connect 1 student to a job opportunity in the industry.
- **\$85/month** helps us provide a full scholarship to a student for one of our programs.
- **\$150/month** allows us to hire a mentor for one of our multi-week classes.

## In-Kind Contributions.

You can donate gear, both new and used, to be used by our students. Some of the items we need include:

- DSLR cameras
- Sound gear
- Camera accessories
- Light Kits

## Volunteer Your Time.

- Volunteer as a guest speaker, consultant, or mentor.
- Become an Advisory Board Member.
- Join our braintrust! We opened our leadership opportunities up to a circle of supporters and advocates interested in supporting our organization.



# Support our PA Certification Program

We at Justice for My Sister offer video production services to tell your organization's story, help you document your event, and find new ways to use video storytelling to educate your community. This program supports our graduates and Teaching Artists with paid job opportunities needed to increase the number of voices of color in the industry.

- 50% of our Teaching Artists who worked on our sets **went on to receive additional work** from our partners and Board Members.
- 60% of our students who worked on our sets have **received additional job opportunities** with different media companies in Los Angeles.
- Of the PAs that we nominated to the WarnerMedia PA Bootcamp, **100% of them went on to obtain studio jobs in TV and film.**

When you **hire Justice for My Sister, you are supporting filmmakers, creatives, and artists of color** that exist in our network of students, graduates, and staff. [Contact us to learn more!](#)





*We couldn't  
have done it  
without your  
generous  
support.*



# Thank you!

Thank you to everyone who makes our work possible. Please follow our journey and help us spread the word about our work.



@justice4sister



@Justice for My Sister



@Justice for My Sister



/JusticeforMySister

**Justice for My Sister Collective a project of Community Partners.**

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