



# 2024 Committee Reports

May 8, 2024

**Standing Committee Reports Included:**

Archives Committee

Awards Committee

Education Committee

Health & Wellbeing Committee

Membership Committee

Technology Committee

Work From Home Committee



**2024 April**  
**Archives Committee Report**

Committee Officers:

Chair: Lisa Cooke

Co-Chair: David H. Tanaka

Secretary:

Committee Members:

Staff:		
Nancy Ward		
Ross Auerbach		
Charles Mesa		
Shannon Cassidy		

Official Committee Mission:

Archives Committee

The purpose of the archives committee is to preserve the history of our craft and our society by collecting materials and knowledge related to the industry and working with other organizations to promote the understanding of the visual effects art form.

**Current Projects:**

- Build physical research library on-site at VES office
- Develop methodology to deliver research library benefit to memberships
- Continue oral history project
- Archiving of VES events and other artifacts (press releases articles etc)

- Possible archives partnerships with other organizations.

### Summary:

Overview and updates

The purpose of the archives committee is to preserve the history of our craft and our society by collecting materials and knowledge related to the industry and working with other organizations to promote the understanding of the visual effects art form.

We are continuing to work towards this goal.

### Goals:

What are three or more goals (short-term and long-term) you have for the committee?

- Build physical research library on-site at VES office
- Develop methodology to deliver research library benefit to memberships
- Continue oral history project
- Archiving of VES events
- Possible archives partnerships with other organizations.
- 

### Events/Projects/Initiatives:

Describe recent events/projects/initiatives your committee has begun.

These are ongoing:

Luminary videos

Infrastructure for virtual museum.

Physical assets

Archiving existing VES press releases, articles etc.

Specific exhibits ( VES Logo, Starship Troopers etc)

### Growth:

In what ways is your committee expanding, in terms of the audience you're reaching. How is the VES community finding out about you / getting involved?

Luminary videos are posted on the website.

Virtual museum not yet completed.

[The possibility of archival outreach with other organizations and/or private collection sources](#)

### Challenges:

What are the challenges your committee is facing?

Lack of section participation.

[Quality assurance and an adherence to instructions and standards regarding videography and editing when it comes to sectional participation.](#)

[Continued advertising of the benefit for all global VES members.](#)

Additional Comments:

As of 04/12/24, we recently had an internal BOD inquiry as to having the VES Luminary series accessible beyond the VES website's firewall, for non-members. After VES Archive Committee and EC discussion and review, it was determined that such access was not possible, citing legal copyright concerns in addition to other matters.

Report submitted by \_\_\_\_\_

Date\_\_\_\_\_



## 2024 MAY

### AWARDS COMMITTEE REPORT

#### Committee Officers:

Co-Chairs: Den Serras Lopsie Schwartz, Scott Kilburn

Secretary: (rotating)

#### Committee Members:

Agon Ushaku*	Dylen Velasquez*	Prashant Agrawal*
Brad Simonsen*	Emma Clifton Perry	Rob Blau
Brent Armstrong	Katie Brillhart	Sarah McGee
Dane Smith*	Lisa Sepp-Wilson	Sarah McGrail
Daniel Rosen	Michael Ramirez	Scott Kirvan
Dave Gougé	Olun Riley	Stephen Chiu
David "DJ" Johnson	Philipp Wolf	Suhit Saha*
David Valentin	Pramita Mukherjee*	* new for 2024

#### Official Committee Mission:

The Awards Committee plans, designs, and helps produce the annual VES Awards, which provides insight into and knowledge of the field of visual effects for peers, practitioners, students, and the industry. It is your chance to inform the world of what you do with our art and science. To challenge and inspire – as well as the new up and coming generation of visual effects artists – to step in, step up and imagine a new world!

#### Current Projects:

- Hold global VES Awards Nomination Events
- Prepare Policies and Rules & Procedures for Annual VES Awards.

- Implement new technologies to enhance global participation

### Summary:

#### Overview and updates

The Awards Committee is continuing on track with our changes set in motion last year. The 22nd Annual VES Awards Nomination Event was our biggest and most complex ever, with 471 judges over 39 panels, judging 500 submissions, all running on Saturday morning local time on January 13th, 2024. The Awards Committee was able to hit the goals set out for our Stage 1 of the move over to Ftrack Review and the new View and Vote platform, Awards Force. However, during this time we ran into some unexpected obstacles inherent to Awards Force, and are currently weighing options.

The goals for Stage 1 of the new View and Vote implementation was to ensure its functionality first, and satisfy the Auditor. This was accomplished, and the next stage's goals are more about the user experience.

The Awards Committee is dedicated to encouraging global participation as we currently are focused on the US, Canada, and New Zealand. The time commitment on Committee members has also been a challenge to manage, and we have had members move on due to fatigue. We have begun to enlarge our circle of members, aiming to fulfill both areas.

### Goals:

What are three or more goals (short-term and long-term) you have for the committee?

- Finalize move to Ftrack Review
- Create a better user experience for the View and Vote
- Continue the growth of involvement of world-wide members
- Continue creation of scripts/tools for integration of features used in Vetting, View and Vote, Judging, and the Nomination Event itself.

### Events/Projects/Initiatives:

Describe recent events/projects/initiatives your committee has completed.

- Awards Committee Vetting Training Session
- Worldwide Nomination Event Training
- Online Nomination Event
- In-Person Nomination Events
- View-And-Vote

### Growth:

In what ways is your committee expanding, in terms of the audience you're reaching. How is the VES community finding out about you / getting involved?

Nomination Events: the Hybrid model continues to bring more involvement than either Virtual or In-Person alone:

- 22nd Annual (2024): Fully Hybrid, 39 Panels total - 471 judges
- 21st Annual (2023): Fully Hybrid, 27 Panels total - 412 judges
- 20th Annual (2022): Virtual with 1 in-person: 32 Panels total - 237 judges
- 19th Annual (2021): Virtual Only, 29 Panels total- 255 judges
- 18th Annual (2020) In-Person Only, 21 Panels total - 261 judges

Committee: We have added seven new members this year, with members coming from multiple regions around the world. We focus on finding members who we believe will bring valuable opinions, skills, and experience to the Committee.

#### Challenges:

What are the challenges your committee is facing?

#### **Workflow and infrastructure changes and challenges**

We have been overhauling and stabilizing the technology the Committee relies on to complete its mission. This process continues in 2024, as we look to ensure the solidity of the workflows we rely on. This includes:

- Improving the AwardsForce experience for View & Vote and Submission
- Decreasing the overhead during the Vetting process to maximize members' time
- Stabilizing the codebase for all scripts and tools used to link processes together
- Improving the data gathered in ShotGrid (now Flow Production Tracking)
- Streamlining the Nomination event voting process

#### **Vetting Challenges**

We are continuing to improve our vetting process in Shotgrid, but with the increase in submissions, we need to grow the number of Veters at a greater rate than our awards submission growth. Each submission is vetted by at least 2 different Committee members with fixes needing an email by another Committee member to the submitter with a quick turnaround. The change in media format caused more back and forth this past year, and we expect that to continue this year as we update the required format. Each returned change needs to be re-vetted with 2 confirmations from vetting members, and a double check to make sure no new issues arise from the change.

#### **Nomination Event Challenges**

We were able to implement the change to Ftrack Review for all the online Nomination Event Judging Panels, and it was generally well received. Backlight has been phenomenal at working with us. They have been responsive and generous with their time and efforts. There are a few options and requests that they are working on for us for this coming year.

More sections are opting to have In-Person events. This return of the In-Person Nomination Event requires more volunteers than the virtual events, and affects the virtual panels that are necessary to make the Nomination Event run at a reasonable timeframe. The Nomination Event's timing right after all the holidays has historically made it difficult to secure enough judges and volunteers to run it, and has caused a lot of burnout of the volunteers that put family, holiday, and work aside to work the hours required for the Awards Committee to accomplish the Nomination Event. Our hope is to maintain returning leaders, prevent burnout due to over-reliance on individuals, and create a positive experience for new volunteers.

This past year we implemented a new structure to support the Nomination Event, creating 5 Region Leads to help cover the different time zones. This was very successful, and we are building on that foundation.

There are other complications we are diving into, including the concurrent timing of the Academy's Bakeoff. We hope to be able to meet with representatives from the Academy and create a mutually acceptable solution.

### **View and Vote Challenges**

The change-over to Awards Force was accomplished to the satisfaction of the Auditor, but we knew that it was still clunky for the users. This year we will be pushing AwardForce to make changes necessary to improve the process, and continuing the in-house development of custom tools.

### Additional Comments:

Thank you for your support and we appreciate the trust the VES and the Board has put in the Awards Committee.

Report submitted by Den, Lopsie, and Scott

Date April 16, 2024





**2024 April**

**Education Committee REPORT**

Committee Officers:

Chair: Arnon Manor

Co-Vice-Chairs: Rose Duignan, Karen Heston

Secretary: Rita Cahill

Committee Members:

Neishaw Ali	Jan Adamczyk	Tavia Charlton
Laurence Cymet	Saeed Faridzadeh	Fortunato Frattasio
Bryan Grill	Paris Hall	Christopher Hebert
Ted Helmers	George Jiminez	Ben Lock
Jose Marin	Janet Muswell Hamilton	Robin Prybil
Andy Romine	Gustavo Sanchez Perez	Reine Sparks
Joe Weidenbach	Philipp Wolf	Susie Zwerman
(Guest: Sheri Patterson)	(Guest: Mark Spatny)	

Official Committee Mission:

The VES Education Initiative is a long-term goal of finding and creating avenues, under the education umbrella, to expand the visual effects global talent pool, focusing on untapped and non-traditional demographics, with an emphasis on diversity and inclusion. This includes finding raw new talent and creating new opportunities for those currently employed in visual effects.

Summary:

Overview and updates.

The Education Committee has been making great progress reaching young students in the US and would like to encourage this initiative globally. Additionally, our mentorship program is growing and other educational opportunities are being created in the various Sections. This

Committee is focused on VES' educational 'outreach' to the general public and to the 'next gen.' There is a new 'Member' Committee being formed – Member Education and Training Committee – which will focus on enriching/furthering education for and within the VES membership.

Goals:

What are three or more goals (short-term and long-term) you have for the committee?

- To educate the next generation of VFX professionals.
- To broaden awareness of the VFX industry in schools and other educational communities.
- To break down barriers that prevent access to future VFXers (ala VES for Vets).
- Provide mentorship within the Society's communities. (*This will possibly combine with the 'Member' Committee.*)
- Facilitate more education on AI.

Events/Projects/Initiatives:

Describe recent events/projects/initiatives your committee has completed.

- We have now reached over 160 school and 2K students in the "Careers in VFX" presentations in classrooms throughout California. 12 presentations are uploaded to the website. (Overseen by Rose Duignan.)
- Our internal Mentee/Mentor mentorship program now has 124 participants – 62 mentors and 62 mentees. Waiting on more feedback from participants in the previous cycle. (Overseen by Neishaw Ali.)
- A new DEI Mentoring program has begun in TO for individuals to shadow VFX supes to learn that position. This can be duplicated/introduced to other Sections. (Begun by Karen Heston.)
- Member (Susie Zwerman) did a 15-week class at USC on VFX producer elements.
- Member (Robin Prybil) hosted another VFX presentation at Mt SAC in CA and is on their Board.
- There was Webinar participation with BRIC -- State of the VFX Industry. (Moderated by Rose Duignan and the panel included 3 VES members: Janet Muswell Hamilton, HBO's VFX Exec, Eddie Bonin, TV Academy Board of Governor in VFX and Stan Syzmanski, renowned recruiter and professor.) Fortunato Frattasio also did a presentation with BRIC.
- Recent various Section educational events:
  - LA – is partnering with the TV Academy's VFX peer group to co-produce educational events this year. Did a webinar with VFX team on *The Hunger Games* (March; in person demo of Fuzzy Door's 'Viewscreen' real-time virtual scouting and previz app at Gnomon (April); doing an upcoming panel on *Sphere*.
  - TO – did a panel on how to transition to VFX producer position. Suggested they will try to make this global.
  - NY – are participating in many various online, in person, networking and external outreaches with schools and vendors.

### Growth:

In what ways is your committee expanding, in terms of reach or new members. How is the VES community finding out about you / getting involved?

- We have 2 new members this year – Karen Heston and Ben Lock.
- Two Co-Vice-Chairs have been appointed – Rose Duignan and Karen Heston.
- There is a potential ‘Women who Lead’ initiative. *(However this might be better suited for the ‘Member’ focused Committee.)*
- As mentioned in the Summary, our Education Committee is focused on outreach and the ‘next gen.’ A ‘Member’ Education and Training Committee is being formed to focus on enriching/furthering education for VES members, rather than ‘outreach’ to the general public. *Perhaps our Committee be renamed – Outreach Education Committee.*

### Challenges:

- Taking ongoing and pilot programs and expanding them outward.
- How to further the student ‘Careers in VFX’ initiative across the US and globally.
- How to finesse the Mentorship initiative so that it’s more organized for the participants. *(However, as this is more member focused, perhaps this will transition and/or be combined with the ‘Member’ Committee.)*
- How to better educate candidates – on how to transition to... or... on how to transition within... the VFX world/positions. *(However, the latter might be better addressed within the ‘Member’ focused Education Committee.)*
- How to further assist the Vets (thru the JVS/SoCal) to enter the VFX world.
- Determining whether or not to encourage a Student and/or Circle of Friends affiliation or membership.
- How is the VES perceived within the industry value chain. Potential of the VES to be the official voice to the Guilds. *(However, this may be a new Thought Leadership initiative outside this Committee.)*
- Continuing to raise AI issues and concerns.

### Additional Comments:

Thank you to all our Committee members and to all VES members involved in the education of the ‘next gen’ and incoming VFX professionals.

Report submitted by Arnon Manor, Chair & Rita Cahill, Secretary

Date April 19, 2024



*Committee reports are a required item shared with the Board of Directors bi-yearly. Please provide an update of your Committee's activities over the past 6 months. Your report is due to Ross Auerbach ross@vesglobal.org on May 1 and November 1.*

**2024 April**

**HEALTH & WELLBEING COMMITTEE REPORT**

Committee Officers:

Co-chair: Emma Clifton Perry

Co-chair: Philipp Wolf

Committee Members:

William Villareal		
Dennis Hoffman		
Nicolas Casanova		
Neishaw Ali		

Official Committee Mission:

Health & Wellbeing Committee

To increase access by members to resources that better assist them in maintaining or improving their health and mental wellbeing thus improving their overall quality of life. To demonstrate to members that we care about them as people. This includes discounts, membership benefits and educational resources.

Summary:

The VES HWC committee have been actively investigating new avenues to expand wellness and mental health benefits to membership. They met in March and discussed a range of new initiatives to explore this year. They are actively investigating new benefits for the global membership (gym memberships, nutrition discounts/programs, apps, and ergonomics discounts).

## Goals:

- Members assistance program promotion and increase in utilization through enhanced marketing and promotion.
- More webinars and exposure of the HWC to the wider VFX community through spotlighting issues that are faced within our communities
- Increase benefits and discounts (health and wellbeing related) to our membership in all countries globally.

## Events/Projects/Initiatives:

- 2023 - round the world tour of sections, explaining to section board of managers what the members assistance program is, and how it can benefit their local membership. Most sections were engaged.
- 2023 - approaches made to various organizations and app developers seeking discounts for VES members.
- 2023 - ergonomics documentation published to the VES website
- 2023 - hotline contact details checked for validity
- 2023 - Marketing budget for sections to create/print Members assistance program banners approved. Los Angeles utilised one of these for their holiday party.
- A second series of the Mental health web series is underway spearheaded by Philipp.
- The committee hope do a spotlight explore neurodiversity within the VFX community and try to reduce the stigma surrounding it.
- The committee hope to do a spotlight exploring the difficulties faced by parents in our industry. Balancing work/life alongside family responsibilities, re-shaping your career after children and the stresses of re-entering the workforce after children.
- The committee hope to improve marketing of the Members assistance program through schemes like: quarterly panels outlining the benefits, direct personal approaches to section chairs by committee members, creating a “commercial” advertising what VES has to offer.
- Employment stress is something very high on people’s minds since the strikes. Many of our members are out of work. The HWC are investigating options to utilize the VES website to enable members to flag that they are seeking employment. This could be through using a tickbox on member profiles, enabling member’s contact details to be populated to a designated “crew” page of sorts. On members profile pages they could also have data boxes that are enabled by this tick box enabling job title to be specified, geographic regions of interest/employment type, imdb link and a link to linkedin. This should be a relatively simple feature to fold into the website. Discussions are underway with Susan Thurmond-O’neill regarding this.
- The committee hope to continue their global discounts hunt.

### Growth:

- We are actively promoting the Members Assistance Program through word of mouth and using social media, however we need to enhance this further.
- We hope to grow our offering to the members and vfx community worldwide through webinars, and a second series of the Mental health web series.
- We are always keen for new active members of the committee

### Challenges:

- Mental health has a lot of stigma associated with it. It is difficult to promote assistance surrounding this issue as few are keen to admit that they have need of it.
- The global membership is active in so many countries the task of enhancing offerings for members everywhere is huge.
- Traction. It is difficult to gain traction on some of our initiatives as getting initiatives authorised is not always straightforward. Direct line of communication to EC or HQ would be beneficial. A defined method for seeking approval for initiatives would be very useful, with expected timelines for approvals etc.
- We had a 2 year initiative which was outlined at our initial committee launch, under the support and guidance of the EC. After almost 2 years of work by our committee the initiative fizzled out as we were unable to take it further without EC assistance. We would love to investigate relaunching this initiative with the support of the current EC.

### Additional Comments: )

The committee are very keen to continue their work enhancing offerings for our membership and the vfx community at large.

Report submitted by : Emma Clifton Perry

Date: 23 April 2024

**Membership Committee:**  
**Stand Alone Report for BOD**



*Committee reports are a required item shared with the Board of Directors bi-yearly. Please provide an update of your Committee's activities over the past 6 months. Your report is due to Ben Schneider <ben@vesglobal.org> on May 1 and November 1.*

May 2024  
Technology Committee Report

Committee Officers:  
Chair: Sebastian Sylwan, VES  
Secretary: Sam Richards

Committee Members:

Addison Bath	Nick Cannon	Francois Chardavoine
Ray Feeney, VES	Barbara Ford Grant	Steve May
Jean-Francois Panisset	Michele Sciolette	Eugenie von Tunzelmann

Official Committee Mission:  
The Visual Effects Society Technology Committee exists to facilitate the sharing of expertise, establish and promote industry best practices, and be a catalyst for innovation and sustainability across the community. The Technology Committee works on an evolving portfolio of projects selected to advance the art and science of visual effects for the benefit of all industry professionals.

Summary:  
Overview and updates

1. Earlier in April we held an online event titled "How Generative AI Might Affect VFX



Now and In the Future". It was well attended, and we are planning follow up events.

2. Nick and Francois are continuing meetings for next year's **VFX Reference Platform** guidelines.
3. Francois is developing a white paper on open source licenses. The goal is to provide insight into the considerations involved with choosing an OSS license for a personal project or for using an OSS project for commercial use.
4. Sam is continuing to work with the SMPTE RIS OSVP working group on camera metadata.

#### Goals:

What are three or more goals (short-term and long-term) you have for the committee?

- Setup more AI Events
- Create AI Subcommittee

#### Events/Projects/Initiatives:

Describe recent events/projects/initiatives your committee has completed.

Earlier in April we held an online event titled "How Generative AI Might Affect VFX Now and In the Future" it was well attended with 500 live views and 7000 viewing the recording, and we are planning follow up events.

#### Growth:

In what ways is your committee expanding, in terms of the audience you're reaching. How is the VES community finding out about you / getting involved?

The committee itself is not expanding, but we are working on growing our reach and impact. The AI event series is relevant to a broad cross-section of the VES membership and we hope to drive more engagement with our work, and learn more about how we can best support the membership and the broader VFX community.

The committee is also conducting an exercise to update our mission statement, and re-evaluate our project portfolio to ensure we are focusing our time on the work that best aligns with our mission, and is most impactful to the membership.

Challenges:

What are the challenges your committee is facing?

Due to the state of the industry at the moment, the committee members' day jobs are proving more demanding on their time so securing time to work on VES projects and attend meetings has been a little more challenging in the last couple of years.

Additional Comments:

Report submitted by: Sam Richards

Date: May 1, 2024



*Committee reports are a required item shared with the Board of Directors bi-yearly. Please provide an update of your Committee's activities over the past 6 months. Your report is due to Ross Auerbach ross@vesglobal.org on May 1 and November 1.*

**2024 April**

**WORK FROM HOME COMMITTEE REPORT**

Committee Officers:

Chair: Gavin Graham

Co-Chair: Colin Campbell

Secretary: -

Committee Members:

David Bitton	Warren Franklin	
Rachel Copp	Neil Lim Sang	
Tara Donovan	Phillip Wolf	
Ray Feeney	Rob Wright	
Barbara Ford	David Tanaka	
Thomas Knop		

Official Committee Mission:

Work from Home Committee

The Work From Home Committee exists to advocate for a mutually workable set of recommendations such that our members and the industry at large can continue to benefit from the new mode of operation that emerged during the coronavirus pandemic. It has a goal of providing resources to educate, and assist with enabling any advocacy necessary to ensure WFH and Hybrid Working Practices can continue in some manner into the future.

Summary:

Our main focus continues to be digesting the results of the WFH industry survey that was conducted in 2023. There is a wealth of information to be extracted, but the going is slow. We

are strategizing with VES leadership how to distribute the outcomes once we have produced a finalized results document.

### Goals:

What are three or more goals (short-term and long-term) you have for the committee?

- To finalize the report on our WFH Industry Survey
- To agree on a strategy to release the report, engage with PR/media
- To determine the future purpose of the committee.

### Events/Projects/Initiatives:

Describe recent events/projects/initiatives your committee has completed.

- Continuing to compile the results of the WFH Survey - 1148 responses in total. The initial 'high level' survey results have been shared with the Board in a previous report, the current work is focused on more in-depth responses to granular questions for people who have been working in distinct styles (Working From Home, Working Fully Remotely, Working Hybrid, and Working In-Office) and in different positions (e.g. artists vs management).
- Make a plan for how to digest and distribute the results - in discussions with Nancy and Naomi on the best approach to take.
- Somewhat irregular committee discussions to share any new developments in this area - links to new articles, reports in adjacent industries etc.
- Considering the possibility of doing a round table or industry panel at Report release time to share perspectives and the depth of information that the committee members have built up, to ensure members are aware of all the angles that have been examined in depth.

### Growth:

Committee membership is slowly evolving, we've had a couple more people get involved over the last few months, and a few people who have not officially resigned from the committee but we're only getting radio silence when we attempt to engage.

We're hoping to get a lot of engagement from VES membership once the report is released.

### Challenges:

All committee members have contributed valuable insights into their perspective on where the industry is at when it comes to WFH and Hybrid working patterns, and the continued risk to the 'new normal' as things have been settling back to normal, but it has been difficult to secure time and engagement from the team with the detailed survey processing work.

Report submitted by \_Gavin\_Graham\_\_\_\_\_

Date \_\_1st May 2024\_\_\_\_\_