



D&I Working Group TAC Update

January 21, 2026

A large, abstract network visualization is overlaid on the bottom of the slide. It consists of numerous small, colored dots (yellow, green, and teal) connected by a dense web of thin, light-colored lines. A prominent, thicker teal line runs diagonally across the network, starting from the bottom left and ending near the top right. The network is more dense in the lower half of the slide and more sparse in the upper half.

Mission Statement

The goal of the Diversity & Inclusion Working Group at the Academy Software Foundation is to break down barriers to access and increase connection among participants in the Foundation's projects, the larger community, and the VFX & Animation industry. The working group brings together software engineers/developers, marketing/communication professionals, students & educators, and anyone else passionate about Diversity & Inclusion.



D&I Working Group Focus Areas

Guide ASWF Diversity & Representation

Be a guiding force towards diverse leadership and membership across the Foundation and its projects, working groups, and events.

External Outreach & Education

Encourage and enable/empower high school and college students to pursue a career in or participate in open source projects by educating them on uses in the Media & Entertainment industries.

Member Guidance

Provide guidance and resources for ASWF members to educate their colleagues on open source and D&I topics, especially junior engineers and internal D&I organizations.



For today's update...

What did
we do?

How did
we do?

What are
our
plans?

What
input do
you
have?



ASWF D&I Working Group 2025 Plans

Summer Learning Programming [Outreach]

- Planning
- Application Rollout

D&I Charter Update [ASWF Representation]

- Include Transition Plan

Blog: Outgoing Chair Retrospective [Guidance]

- Publish thoughts on the 5 year run

Summer Learning Program Execution [Outreach]

- Let's finish this!

SIGGRAPH Outreach: AOUSD Collaboration [Outreach]

- Execution

Blog: D&I Framework [Guidance]

- Publish Resources

TAC Diversity [ASWF Representation]

- Form Committee

Q1 - Jan

Q2 - Apr

Q3- Jul

Q4 - Oct

Summer Learning Program Organization [Outreach]

- Application Review
- Kickoff

Blog: Inclusive Language Collaboration with AOUSD [Guidance]

- Publish an update with AOUSD

SIGGRAPH Outreach: AOUSD Collaboration [Outreach]

- Planning

Blog: Summer Learning Program Recap [Outreach]

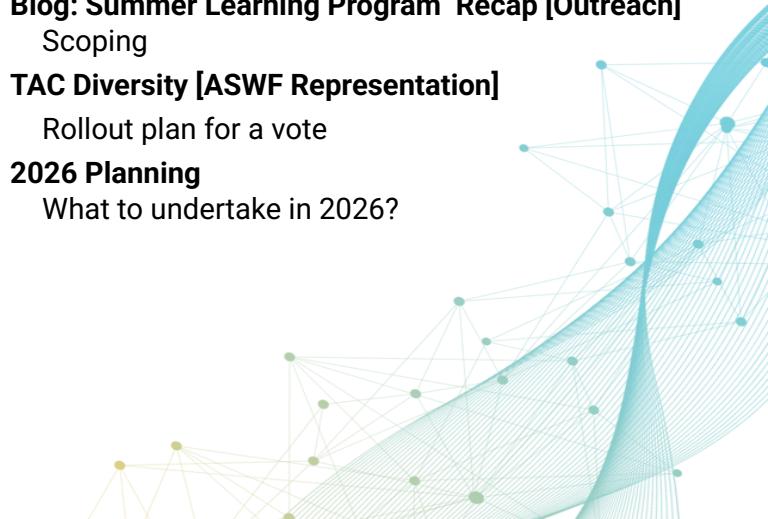
- Scoping

TAC Diversity [ASWF Representation]

- Rollout plan for a vote

2026 Planning

- What to undertake in 2026?



ASWF D&I Working Group 2025 Actuals

Summer Learning Programming [Outreach]

Planning

Application Rollout

D&I Charter Update [ASWF Representation]

Include Transition Plan

[Blog: Outgoing Chair Retrospective \[Guidance\]](#)

Publish thoughts on the 5-year run

Summer Learning Program Execution [Outreach]

Let's finish this!

~~SIGGRAPH Outreach: AOUSD Collaboration [Outreach]~~

Execution

[Blog: D&I Framework \[Guidance\]](#)

Publish Resources

~~TAC Diversity [ASWF Representation]~~

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[Blog: Summer Learning Program Recap \[Outreach\]](#)

Scoping

~~TAC Diversity [ASWF Representation]~~

Rollout plan for a vote

2026 Planning

What to undertake in 2026?



D&I Working Group Charter Update

What did
we do?

Action: Guidance for Members

Our charter had not been updated since the WG formation. We needed an update due to time passed, but also to formalize process for leadership transition. We added:

- Thorough update to existing wording
- New section for Initiative Leads
- New Section defining Co-Chair roles



Leadership Change

What did
we do?

Karen Ruggles

ASWF Diversity & Inclusion
Working Group Co-Chair

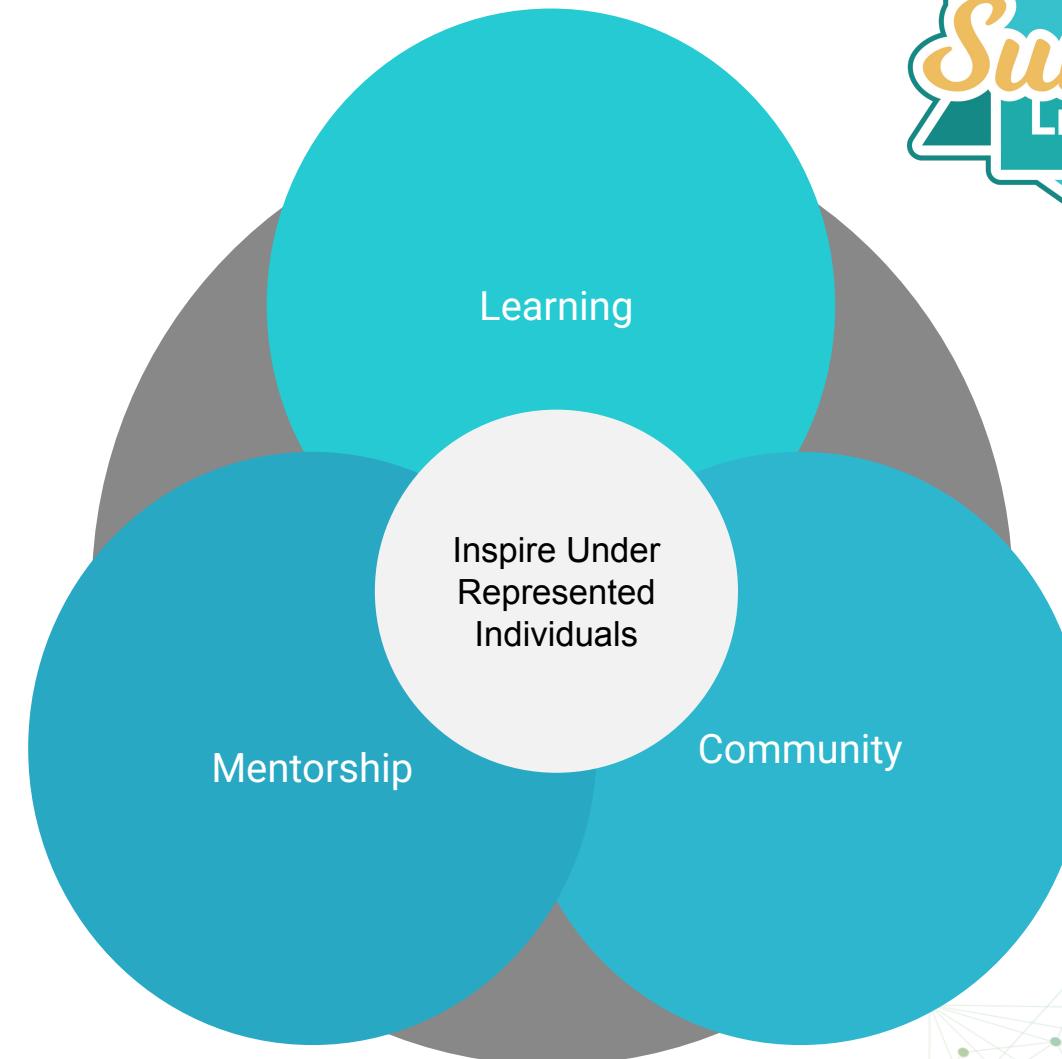


Summer Learning Program

Action: Student Education

Summer 2025

- Underrepresented gender identities
- 18 Learners
- Industry Talks
 - ILM
 - DreamWorks
 - Walt Disney Studios
 - Netflix
- Structured Group Learning Time
 - Soft skills and networking
 - SLP Alumni Panel
 - ASWF projects
- Combo of FxPHD & Udemy



Summer Learning Program

Action: Student Education



Big Wins:

- Continue success from organizational transition of 2023
- Prioritized Speaker Series
- Great, active cohort including their desire to be involved after SLP

Improvement Opportunities:

- Need to grow mentor pool to facilitate better matching
- Need to standardize long-term, operational support from greater ASWF



Summer Learning Program

Action: Student Education

- The program is **working**
- Internship placements at Pixar, Disney Animation, Bolt Graphics
- Job placements at Dreamworks, Google, Epic Games, Jellyfish Animation, Sony Interactive Entertainment, and more
- Many learners continuing higher education in technical / entertainment focused areas of study



ABOUT COMMUNITY PROJECTS NEWS &



Some Summer Learning Program participants attending SIGGRAPH 2024

We recently wrapped up the Academy Software Foundation's fourth annual [Summer Learning Program](#), with 20 student participants from around the world joining us to learn more about coding and potential technical career paths within visual effects and animation. This year's Program ran from June 16 through August 9, 2024.

Organized annually by the Foundation's Diversity & Inclusion Working Group, the Summer Learning Program aims to give practical skills, coding experience, and professional mentorship to students and early career learners from traditionally underrepresented communities. Summer Learning Program cohorts are typically comprised of participants that identify as BIPOC, Latinx, female, non-binary, LGBTQIA+, and neurodivergent, among others. Past graduates of the Program have gone on to successfully pursue technical careers through roles at DreamWorks Animation, Sony Interactive Entertainment, Epic Games, Jellyfish Animation, Microsoft, Amazon Web Services (AWS), and Technicolor Creative Studios.

Organizational Opportunities

How did
we do?

- Leadership transition
- Strengthen SLP
- Form bridge between D&I / Outreach group
- Partner with OpenUSD DEI Group



Organizational Opportunities

How did
we do?

- Leadership transition ✓
- Strengthen SLP ✓
- ~~Form bridge between D&I / Outreach group~~
- Partner with OpenUSD DEI Group ✓



Up Next: Initiatives

What are
our
plans?

- SLP 2026
- Contributor Connection Initiative
- International Science Fair Discovery
- TAC Diversity



ASWF TAC Diversity

What are
our
plans?

Action: Increase ASWF Diversity & Representation

The ASWF is pushing to affect the issue of diversity and inclusion within vfx, animation, open source, and the ASWF.

We made a push to influence the makeup of the Governing Board. Is it important to do the same for the TAC over time to also reflect this important focus?



ASWF TAC Diversity

Action: Increase ASWF Diversity & Representation

What are
our
plans?

Pipeline

Our communities could be more diverse. *For TAC, TSC reps?*

Appointees

Need ways to encourage diversity in appointees.

Making Space

How can we make space for more great leaders?



TAC Feedback

What
input do
you
have?

Things We Need:

- Participation

Questions for the TAC:

- Are we focused in the correct areas?
- Where could we help your projects succeed?





Thank you!

