

# Paintdowns & Wiggings

## A DEFINITION OF TERMS

### Paintdowns

#### DEFINITION

Whether by means of hair and makeup, costume, computer-generated imagery, stunt and safety equipment, or any other method, the intent is to disguise a racial or **ETHNIC** substitution when stunt doubling an actor.

#### SECTION 26.(B), GENERAL PROVISIONS OF CBA:

*When the stunt performer doubles for a role which is identifiable as female and/or Black/African American, Latino/Hispanic Asian/Pacific Islander or Native American and the race and/or sex of the double is also so identifiable, stunt coordinators shall endeavor to cast qualified persons of the same sex and/or race involved.*

### **NOT** a Paintdown

- As humans, we come in a variety of shades, even within our own ethnicities. It is **NOT** a paintdown to match skin tones or otherwise obscure skin tones within an ethnic group or for an individual with demonstrative overlapping heritage.
- When it comes to stunt doubles, the union's general concern is not matching race or ethnicity, rather, it is when paintdowns are used to deprive one ethnic group of an employment opportunity over another.

For many performers, unauthorized paintdowns are akin to blackface.

### Wiggings

#### DEFINITION

Whether by means of hair and makeup, costume, computer-generated imagery, stunt and safety equipment, or any other method, the intent is to enable a male stunt performer to substitute for a female stunt performer and disguise a **GENDER** substitution when stunt doubling an actor.

### **NOT** a Wiggling

- As humans, we come with a variety of hair colors, textures and lengths.
- When it comes to stunt doubles, it is **NOT** a wiggling to address these differences within the same gender by using an actual wig, hair dye, costume, stunt and safety equipment, or computer-generated imagery.

**NOTE:** The definition of "gender" is a fast-evolving one in today's work environment. This traditionally discriminatory-practice has typically involved male- and female-identifying performers, and the concern is when wiggling is used to deny jobs to female performers. Gender substitutions while safely doubling minors are recognized exceptions.

WE CAN PREVENT  
PAINTDOWNS  
& WIGGINGS.

# Safety First

It's understood that stunts are dangerous and that some skill sets are highly specialized, perhaps existing among only a few members.

#1

## It's Reasonable ...

to predict that our stunt needs may require talent not found in the appropriate gender or ethnicity of our membership, or even outside our membership.

#2

## It's Unethical ...

to use these rare occasions as an excuse and rationalization to perpetuate the exclusion of BIPOC, LGBTQIA+, women and PWD stunt performers from our working ranks.

#3

## It's the Ongoing Abuse ...

of those exceptions that we'll eliminate through the waiver process.

Cast and crew empowerment  
to end the abuse.

Often, safety concerns  
disguise discriminatory  
practices.

How do we balance the  
paramount concerns of safety  
with equitable and inclusive  
hiring practices?

## ABOUT THIS DOCUMENT

### THE GOAL OF THIS DOCUMENT

is to provide practical guidance to working stunt professionals, performers and other stakeholders in the industry. These simple steps can help to prevent discriminatory practices in the hiring of stunt performers and promote equality and diversity within the stunt community.

### THIS IS NOT A LEGAL DOCUMENT.

This is a member-led effort, a practical guide, based on the experience of actively working, union stunt coordinators and stunt performers.

### NOTHING IN THIS DOCUMENT WILL,

nor is intended to, change any provision of an applicable SAG-AFTRA Collective Bargaining Agreement. The provisions of an applicable CBA govern the working conditions for SAG-AFTRA members.

### THE DOCUMENT SHEDS LIGHT ON

how the union enforces the agreement, particularly in light of an increasingly diverse workforce and the evolving standards of the industry in which SAG-AFTRA members work.

### THE GENESIS OF THIS DOCUMENT

is rooted in a mandate from the National Board, carried out by SAG-AFTRA staff in conjunction with working members of our stunt community, to address one aspect of the disparate underrepresentation of certain categories of our membership in stunt roles.

### FOR MORE INFORMATION

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