We write on behalf of all of the 330 women who work in film, television and theater. A little more than two months ago, thousands of individuals came together to fight for change by taking a stand against harassment and predatory behaviors prevalent in the powerful people in the entertainment industry. At one of our most difficult and vulnerable moments, Alana R. Nash of A.E. Nash and Company, the National Feminist Women’s Alliance, went to the powerful and compassionate message of solidarity for which we are so deeply grateful.

To the members of the National Feminist Women’s Alliance across the country, we see you, we thank you, and we acknowledge the heavy weight of our common experience of being around openly harassed, and exploited by those who abuse their power. This is a physical and emotional struggle. We have similarly supported the women and men facing threats of violence and demeaning behavior from coworkers. We are not yet done with this one. We are not done with this one. We are not done with this one.

We also want all victims and survivors to be able to access justice and support for the wrongdoing they have endured. We particularly want to bring the voices of women of color, young women, and women who identify as members of the LGBTQ community into the conversation in a meaningful way. We also believed that this was an opportunity to bring our voices into the conversation in a meaningful way.

Unfortunately, we have no certain power from legislators to move forward with the goal of passing laws and amendments to help our colleagues. We are making progress in passing laws and amendments to help our colleagues. We are making progress in passing laws and amendments to help our colleagues. We are making progress in passing laws and amendments to help our colleagues.

We are grateful to the many individuals who are richly and diverse – who are speaking out and for the conversations about sexual harassment and gender-based violence that is being brought to the forefront of the national debate. All those on the front lines in this fight are heroes, and our concerns and accomplishments are being heard and heard and heard and heard.

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In Solidarity

January 1, 2018

Dear Sisters,

We also recognize our privilege and the fact that we have access to numerous platforms to amplify our voices. Both of which have shown their high standards and awareness to the existence of the problems that our industry has faced.

The individuals employed in our industries have not been afforded the protections they need.

To every woman employed in entertainment who has faced a misdirected unwanted sexual advances from her boss, every housekeeper who has had to wear or wear great gender-based emergency and safety equipment, every woman who has been groped or grabbed at work or in a restaurant or in a store or on the sidewalk or on the street or in the shower.

We are committed to helping our own workplaces accountable, pushing for safety and positive change to make the entertainment industry a safe and enjoyable place for everyone. If you are facing harassment or sexual violence, please talk to a friend or family member or someone who you trust.

NATIONAL WOMEN’S LAW CENTER

50 Number of States We’ve Helped From

Race and National Origin of Those Requesting Assistance

4,556 Number of Requests for Assistance

148 Number of Cases We’ve Committed to Fund

4,036 Workplace

Over $9 million Amount of money committed to fund

50 Number of States We’ve Helped From

Over $24 million Amount of Money Raised

720 Number of Attorneys Who Have Joined the Legal Network for Gender Equity

Over 62 Number of People We’ve Helped With Media Assistance

Public Relations Assistance

Many of the cases reported by the fund attract media attention. For select cases, the fund provides guidance on how to navigate and manage public awareness.
SINCE #METOO WENT VIRAL:

15 STATES HAVE ENACTED BILLS TO COMBAT WORKPLACE HARASSMENT.

#20StatesBy2020

NATIONAL WOMEN’S LAW CENTER
I. Establish what it is we are trying to fix

II. Highlight key public policy and employer reforms

III. Workshop most impactful public policy and employer reforms
Visioning Question

Imagine a world where everyone feels safe and respected at work.

What does that world look like?
Sexual Harassment is a Civil Rights Issue
Intersectional Discrimination & Harassment

Women of color, women with disabilities, LGBTQ individuals, immigrant women and others who face multiple forms of oppression frequently face sexual harassment that is intertwined with other forms of prejudice.
Questions for Discussion

1. Why do you think she didn't tell him to stop, or that she was uncomfortable?

2. At what point do you start to feel uncomfortable watching? Why?

3. What if one of them was a person of color? Had a disability? Was gender non-binary? How would that affect the power dynamics?

4. What are the risk factors that facilitate the increased likelihood of her abuse on the job?

5. Do you think she should say something to the employer?
Systemic Reforms to Prevent and Respond to Workplace Harassment

✓ Protecting all working people

✓ Increasing transparency and accountability

✓ Removing barriers to access to justice

✓ Prevention
Protecting All Working People

• Protecting all types of workers, e.g. independent contractors, unpaid interns, volunteers

• Extending laws to cover smaller workplaces
Increasing Transparency & Accountability – Public Policy Reform

• Nondisclosure Agreements (NDAs)
  - Prohibiting as a condition of employment
  - Limiting in settlement

• Prohibiting mandatory arbitration
Increasing Transparency & Accountability – Employer Reform

• Limit the use of NDAs
• Refrain from using mandatory arbitration
Removing Barriers to Access to Justice – Public Policy Reform

- Extending the statute of limitations to file a complaint
- Addressing overly restrictive legal standards, e.g. "severe or pervasive"

Photo credit: Scott Olson/Getty Images
Removing Barriers to Access to Justice – Employer Reform

• Create a one-stop shop
• Be transparent and accountable about reporting and investigations
• Proportionate, consistent discipline
• Be prepared and trauma-informed
Promoting Prevention – Public Policy Reform

• Mandate regular training
• Administer climate surveys
• Require workplace nondiscrimination policies
Promoting Prevention – Employer Reform

- Start from the top
- Involve employees
- Track and monitor
- Effective, regular training

Source: https://www.workplacesrespond.org/blog/building-worker-power-ya-basta-center/
Public Policies
1. Of the public policies discussed, what policies do you think are most likely to have the biggest impact on stopping workplace harassment?
2. Are there public policy changes that haven’t been discussed that you think would make a big impact on preventing and addressing harassment?
3. Trust between employers and employees is a necessary condition for a positive workplace culture. What are the pros/cons of the public policy trend around increased transparency around reporting outcomes (i.e., firings, etc.), and how can transparency be an effective tool for addressing trust gaps between employees and employers?

Employer Reforms
1. We know that commitment from leadership at the top is a key driver of culture change. What are strategies to engage leadership if they don’t see this as a priority? How do you combine leadership engagement with a bottom up strategy making it socially unacceptable to engage in harassment or exclusionary behavior?
2. What can you do to ensure that your agency’s response to harassment addresses discrimination and harassment experienced by those living at the intersection of identities (e.g. race, disability, national origin)?
3. What are the one or two changes that an employer could make that would have the biggest impact on reducing retaliation?
Resources

**Public Policy Resources** ([nwlc.org/issue/sexual-harassment-in-the-workplace/](nwlc.org/issue/sexual-harassment-in-the-workplace/))
- Progress in Advancing Me Too Workplace Reforms in #20Statesby2020
- #MeTooWhatNext: Strengthening Workplace Sexual Harassment Protections and Accountability
- State Playbook for Gender Equity

**Employer Resources** ([nwlc.org/resources/thats-harassment/](nwlc.org/resources/thats-harassment/))
- 10 Ways Your Company Can Help Prevent Sexual Harassment in the Workplace
- Sexual Harassment Prevention Strategies for Employers
- Strategies for Preventing and Responding to Harassment within Legislatures