



SURVEY REVEALS BIAS GAP AMONG WORKERS

LOS ANGELES, October 7, 2020 -- [The Hollywood Commission](#), chaired by Anita Hill and founded by Kathleen Kennedy and Nina Shaw, has released the second report from its landmark, industry-wide worker survey. This report reveals profound differences in the perceptions and experiences of bias and inclusion between men, women and other underrepresented groups in Hollywood and underscores the urgent need for organizations to adopt expanded measures to drive diversity and inclusion and to be held accountable to making those measurable changes.

The national, anonymous survey was conducted online over a three-month period (Nov. 2019 – Feb. 2020). A total of 9,630 people who self-identified that they were currently working, pursuing work, or had previously worked in the entertainment industry responded to the survey. Results and reports on bullying, and progress since #MeToo with sexual harassment and assault will be made available later this month. The initial report on accountability was released on September 29, 2020 and is available [here](#).

“Research clearly shows that diversity and inclusion is not only the right thing to do, it is good for creativity, productivity and the bottom line,” said Anita Hill, Chair, The Hollywood Commission. “The entertainment industry has the unique potential to tell the stories of today’s richly diverse world. But to get there, the barriers to underrepresented people being valued and in ‘the room where it happens’ must be eliminated. And once they do get into ‘the room where it happens,’ they must not be the only one.”

Overview of findings

Bias and unfair behavior:

- Women across all demographic memberships were roughly twice as likely as their male counterparts to experience every form of biased or unfair behavior.
- Women of color reported higher rates of every form of bias or unfair behavior than their White counterparts. Almost one-third (30%) of Bi-/Multi-racial women and roughly 1/5 (22%) of Black women described being denied opportunities given to others in similar circumstances.
- Individuals with a disability were roughly twice as likely to be subjected to biased or unfair behavior as those individuals without a disability.

Progress in welcoming and valuing diversity:

- Men in Hollywood appear to inhabit a parallel universe when it comes to their overwhelmingly positive perception of progress in welcoming and valuing diverse backgrounds, experiences and perspectives. Three out of four men (75%) see progress being made in welcoming and valuing diverse backgrounds compared to 63% of women.
- White men have the most positive view of progress in diversity (78%), followed by Black or African-African men (67%).

- Women have a less positive view with 66% of White women, 50% of Bi-Racial women, 47% of Black or African American women of the opinion that Hollywood has made progress.
- Individuals with disabilities saw less progress on this front (59%) compared to 69% of individuals without a disability.
- Heterosexual or lesbian/gay respondents also had a more positive view of progress (70% and 66% respectively) compared to 60% who identify as bisexual and 56% of those who prefer to self-describe.

Tokenism:

- Black women and Bi-/Multi-racial women were almost three times as likely to say they were told they were token hires than their White female counterparts and one and a half times as likely to say they were token hires than Black men.
- Black or African-American men and men of Hispanic, Latino or Spanish origins were far more likely than White men to be told they were token hires.

Diversity and inclusion as core value:

- Less than half of all respondents believe diversity and inclusion are core values of the entertainment industry (49%).
- 61% of men believe diversity and inclusion is a core value in the business.
- Among males, 64% of White men compared to 53% of men of Hispanic, Latino or Spanish origin 40% of Black men (40%) think that diversity and inclusion are core values of the entertainment industry
- Among women, 42% of White women, 38% of women of Hispanic, Latino or Spanish origin (38%) and 27% of Black (27%) women held the same belief.

Resources and tools:

- Although respondents saw progress, 87% of respondents still believed that mentoring programs 88% resources on diversity and inclusion would be either somewhat or very useful. In addition, the view of just how useful these resources would be varied tremendously based on race/ethnicity.
 - Seventy-five percent of Black men thought resources on diversity and inclusion would be very useful, while well less than half (40%) of White men thought resources on diversity and inclusion would be very useful.
 - Similarly, 68% of Black or African American women said diversity and inclusion resources would be very useful, compared with under half of White women.
 - A similar discrepancy surfaced with respect to mentoring programs: (1) Just over half of White women felt a mentoring program would be very useful, compared with 63% of Black African American women and (2) Well less than half (43%) of White men thought a mentoring program would be very useful, compared with 65% of Black or African American men.

Methodology

To reach as many workers in the entertainment industry as possible, the survey was publicized primarily through media outlets and social media campaigns on LinkedIn, Facebook, Twitter and Instagram, partner organizations, and direct outreach to independent production companies, visual effects companies, and entertainment industry associations and nonprofits.

Hollywood Commission Recommendations

To address bias, the industry must close gaps in awareness and provide tools to address behaviors in the workplace.

- The Hollywood Commission is piloting bystander training to address, harassment and bias with 450 entertainment workers. The pilots will include a virtual reality training, a web-based training, and six workshops tailored to the entertainment industry. Bystander intervention training teaches employees effective strategies on how to address and intervene when they witness bad behaviors, including microaggressions, taking place. Equipping employees with the tools to tackle hostile behaviors can help foster greater inclusion and belonging.
- In addition, the Hollywood Commission recommends that the entertainment industry establish organizational commitment to and accountability for bias, diversity and inclusion.
 - Review employment policies and procedures for their negative impact on individuals from underrepresented groups.
 - Implement performance evaluations that include addressing bias and fostering diversity and inclusion in the workforce and, where appropriate to the position, in content.
 - Support mentorship, sponsorship and career coaching programs within organizations or through third parties.
 - To foster shared awareness, invest in industry training options to include implicit bias training that empowers bystanders and addresses microaggressions along with the violations of hiring and promotion standards.

About the Hollywood Commission

[The Hollywood Commission](#) is a nonprofit that brings together influential entertainment companies, unions and guilds with cutting edge thought leadership and expertise to develop and implement cross-industry systems and processes to eradicate harassment, discrimination and power abuse and create lasting cultural change in Hollywood.

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