The Hollywood Survey Report #2: **Bias**
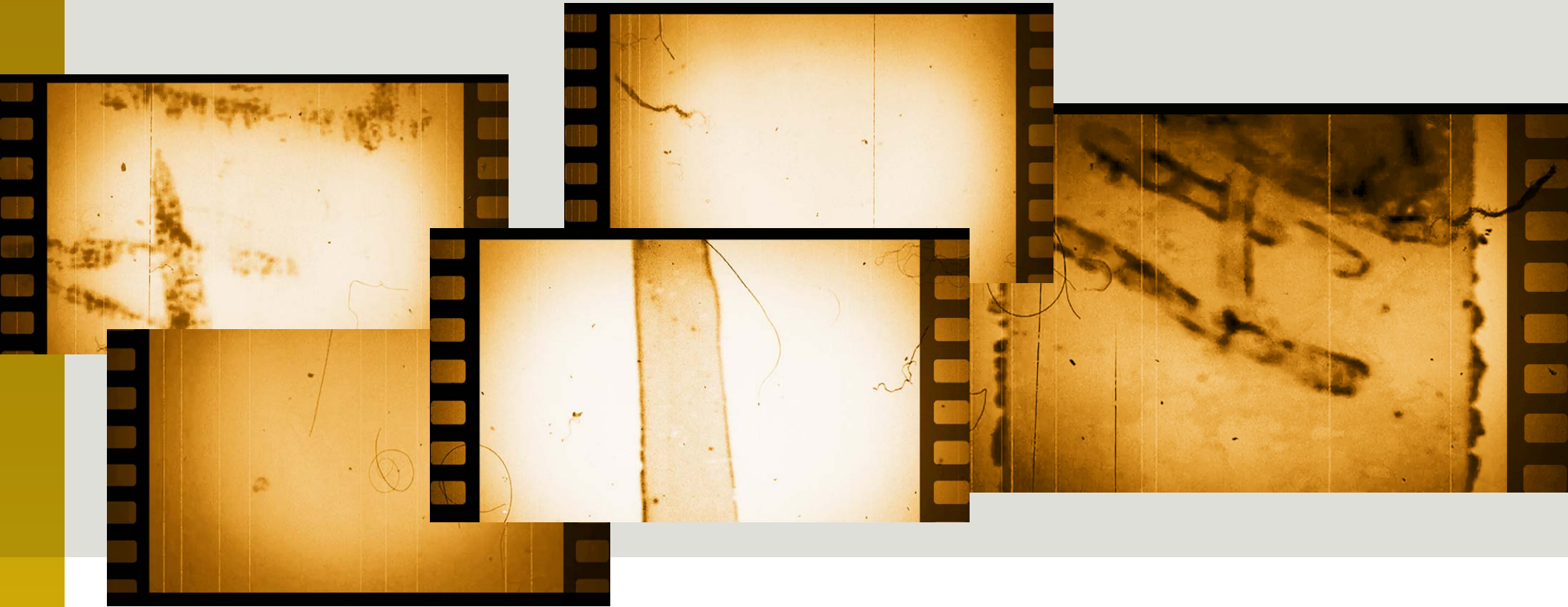
THE
HOLLYWOOD
COMMISSION

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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Acknowledgments

The Hollywood Commission would like to acknowledge and thank the many people who made this survey possible. First, we would like to recognize everyone who shared their time and added their voice by completing this important and groundbreaking survey. Second, we would like to acknowledge that this report was informed by the efforts of the many people who shared their data, insights, ideas, enthusiasm, and expertise with the Hollywood Commission.

We would especially like to thank the following people:

- **Freada Kapor Klein**
  Founding Partner, Kapor Capital
  Kapor Center for Social Impact

- **Dr. Louise Fitzgerald**
  Professor Emerita, University of Illinois

- **Dr. Nathan Galbreath**
  Deputy Director for the Department of Defense
  Sexual Assault Prevention and Response Office, Department of Defense

- **Dr. NiCole Buchanan**
  Associate Professor of Psychology,
  Michigan State University

- **Dr. Hannah Valantine**
  Chief Diversity Officer, National Institute of Health

In November 2019, the Hollywood Commission launched the largest, first-of-its kind climate survey about discrimination, harassment, and bullying in the entertainment industry. Our goals were three-fold:

1. Establish an industry-wide baseline regarding the climate for accountability, respect, and equity
2. Identify the populations that are particularly vulnerable to harassment and discrimination
3. Identify ongoing gaps in preventing discrimination and harassment in the entertainment industry.

With valuable contributions from 9,630 entertainment workers in television and film, commercials, live theater, music, broadcast news, talent representation, public relations, and corporate settings, this survey is key in our collective, relentless drive to create a safe and equitable future in the entertainment industry.

Reports

We will share our key findings through four summary reports, capped off by a comprehensive report and recommendations:

1. Accountability
2. Bias
3. #MeToo: Progress, Sexual Harassment, and Sexual Assault
4. Bullying
5. The Hollywood Survey: Report & Recommendations.

Survey Areas

- Values and perceptions of the entertainment industry
- Perceptions of accountability across the entertainment industry
- How often are workers in entertainment experiencing unwanted conduct, such as bias, bullying, gender harassment, unwanted sexual attention, sexual coercion, or sexual assault
- Where, when, and to whom were unwanted experiences most likely to occur
- Why aren't workers reporting and what types of retaliation are they experiencing
- What resources would be useful to workers

The survey reveals a remarkable gap between the experiences and perceptions of majority men and underrepresented groups.

Those who are underrepresented across the entertainment industry (women/non-binary, people of color, LGBTQ identifying, and individuals with a disability) continue to face significant bias. On average, underrepresented groups reported experiencing two to three times as much bias as majority men.

In addition, less than half of the workers in our survey saw others acting in ways that welcomed and valued diverse voices (49%) or acknowledged the dignity of every person (39%). Again, we saw a gap between majority men and underrepresented groups, with majority men having a more positive view.

Finally, the majority of respondents (68%) believe that there has been moderate to a lot of progress with respect to diversity and inclusion since #MeToo (October 2017). But the view of degree of progress differs substantially by gender identity and race/ethnicity. Majority men have a far more positive perception of progress, as compared to underrepresented groups.

"The discrimination I've encountered and have seen my co-workers encounter are based around race, sexual orientation, and age. Although none of us have had blatant or outright harassment, it's the passive aggressive lack of support or opportunity that causes the most harm."
- Anonymous Survey Respondent

Bias is expressed in many forms, in all workplaces. They range from outright denials of job or promotions based on a workers' identity to comments suggesting a workers' gender, race, ethnicity or disability renders them incapable of doing certain jobs.

At the same time the ongoing underrepresentation of women/non-binary, people of color, LGBTQ, and/or people with disabilities across the entertainment industry – in both corporate and creative positions – is well-documented. White males continue to dominate film and television executive suites, from film studio heads to senior management to television network and studio heads.[1] Approximately 97 percent of partners running talent agencies are white.[2] Underrepresentation in the executive suite is mirrored by underrepresentation behind the camera (producers, directors, writers, composers), onscreen and onstage.[3]

Representation at all levels, throughout the industry, is critical. More diverse and inclusive workforces are more creative, better at problem solving, and are better able to respond to the demands of today's entertainment consumers.[4] But representation alone doesn't ensure equity or inclusion. Underrepresented groups often feel marginalized at work by an environment that doesn't value them, lacks interest or empathy, and fails to make change.

Hidden attitudes that operate outside of a person's awareness and may even be in direct contradiction to a person's espoused beliefs and values influence the decisions people make in the workplace. Unconscious or implicit bias can contribute to inequitable work environments and negatively affect opportunities and outcomes for underrepresented groups within the entertainment industry.[5]

Further, workers' biased and unfair treatment and perceptions of a lack of commitment to diversity and inclusion can lead to disengagement, lowered job satisfaction, and increased turnover that can prove costly to companies.

We looked at the industry workers' observations of:

1. Bias in the workplace

2. Diversity and inclusion as an industry value

3. Progress in promoting diversity and inclusion.

"The industry fosters the idea that you should have 'thick skin' and be able to 'take a joke.' Even if that joke is at the expense of your race, gender, or sexuality."
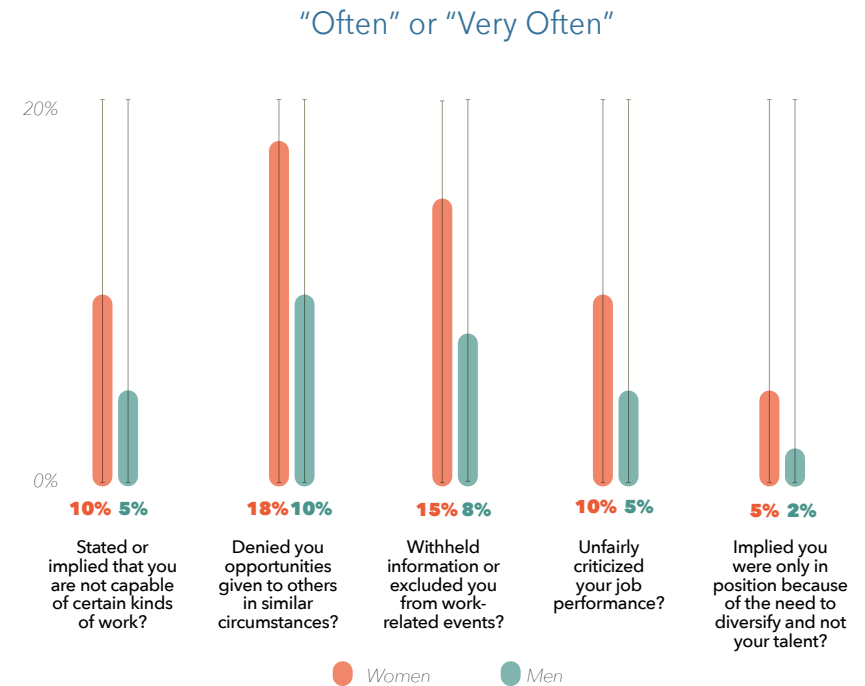
- Anonymous survey respondent

BIAS IN THE WORKPLACE

To understand the frequency and impact of a range of experiences that may send a message that a worker is not credible, won't succeed or is not welcome, we asked survey respondents about how often someone from work or related to work:

1. Stated or implied that you were not capable of certain kinds of work?

2. Denied you opportunities given to others in similar circumstances?

3. Withheld information or excluded you from work-related events?

4. Unfairly criticized your job performance?

5. Implied that you were only in your position because of the need to diversify and not your talent?

Gender identity

Across the entertainment industry, women of all backgrounds reported experiencing notably more biased behaviors than men.

"Often" or "Very Often"

	Stated or implied that you are not capable of certain kinds of work?	Denied you opportunities given to others in similar circumstances?	Withheld information or excluded you from work-related events?	Unfairly criticized your job performance?	Implied you were only in position because of the need to diversify and not your talent?
Women	10%	18%	15%	10%	5%
Men	5%	10%	8%	5%	2%

● *Women*   ● *Men*

"There is still systemic sexism and racism within the entertainment industry that affects all women and minorities in the workplace - sometimes in large ways but most often in smaller, day-to-day encounters and opportunities."
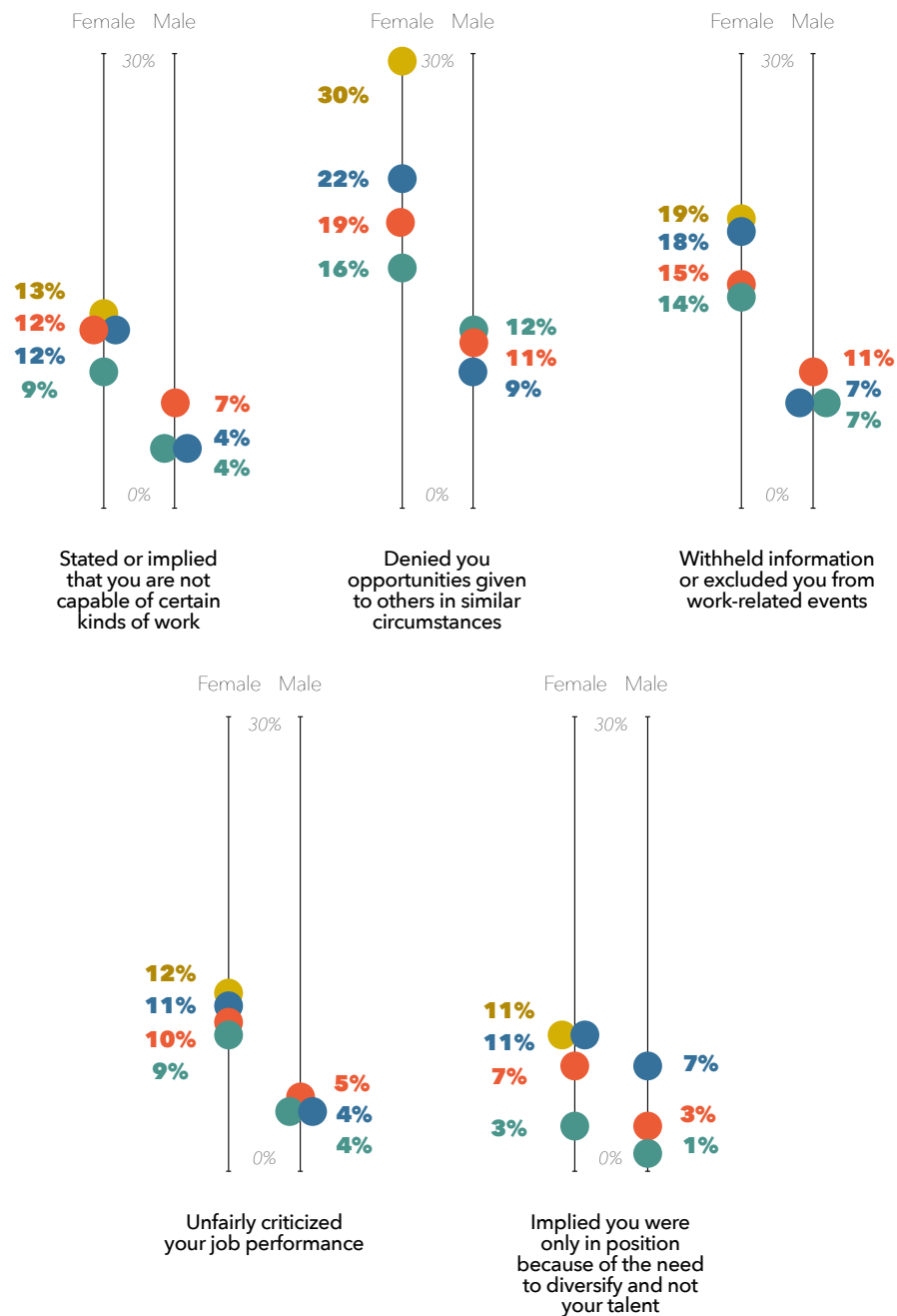*- Anonymous Survey Respondent*

Race/ethnicity and gender identity

Women were roughly twice as likely as their male demographic counterpart to report experiencing every form of biased or unfair behavior often or very often.

- Among women, Black women and Bi- or Multi-Racial women reported higher rates of biased or unfair behavior than White women or women of Hispanic, Latino or Spanish origin. In particular, 30% of Bi-/Multi-Racial women reported being denied opportunities given to others in similar circumstances often or very often, compared to 16% of white women. Eleven percent of Black and Bi-/Multi-racial women say it was implied they were token hires often or very often – over three times as often as White women.

- Among men of different demographic groups, there were fewer differences. For example, with respect to being denied opportunities given to others in similar circumstances fell between 11% for Hispanic, Latino or Spanish origin men and 9% for White men. However, 7% of Black or African American men and 3% of men of Hispanic, Latino or Spanish origins were told often or very often that they were token hires.

Often + Very Often

Stated or implied that you are not capable of certain kinds of work

Denied you opportunities given to others in similar circumstances

Withheld information or excluded you from work-related events

Unfairly criticized your job performance

Implied you were only in position because of the need to diversify and not your talent

*Bi-/Multi-racial men n-size too small to draw conclusions

● WHITE ● HISPANIC, LATINO OR SPANISH ORIGIN ● BLACK OR AFRICAN AMERICAN ● BI-/MULTI-RACIAL*

LGBTQ identification

Individuals who identified as bisexual or preferred to self-describe were slightly more likely to report all forms of biased or unfair behavior.

Individuals with a disability

Individuals with a disability were roughly twice as likely to report all forms of biased or unfair behavior than individuals without a disability.

Primary area of work

There were fewer differences in experiences based on primary area of work. However, those working in corporate positions or talent representation reported slightly more negative experiences.

Union and Guild Members vs. Non-Union Members

Non-union status was also a significant predictor of workplace experience, with non-union members roughly twice as likely as their union or guild counterparts to report experiencing all forms of biased or unfair behaviors.

Perpetration

Among those who reported discrimination as the worst or most serious experience, the majority of individuals engaging in biased behaviors were in a position to influence who gets a job (64%), ability to keep a job (62%), and reputation in the industry (60%).

Reporting

As we noted in our Report #1: Accountability, when people see that a grievance system isn't warding off bad behavior, they may become less likely to speak up. Employee surveys show most people don't report discrimination and workers in the entertainment industry aren't speaking up about biased behavior.

Among those who said biased conduct was the worst experience:

REPORTING TO COMPANY

SUPERVISOR:
22%

HUMAN RESOURCES:
10%

LEGAL, COMPLIANCE. OR ETHICS DEPARTMENT:
4%

"When you are already having to work harder to have equal access to opportunities it is natural to worry about rocking the boat by complaining will make your co-workers that much less likely to share information, alert you to opportunities, or bring you onboard projects."

- Anonymous Survey Respondent

DIVERSITY AND INCLUSION AS AN INDUSTRY VALUE

Most workers in our sample did not believe the entertainment industry values and embraces diversity and difference. We asked respondents how often they observed people in the entertainment industry:
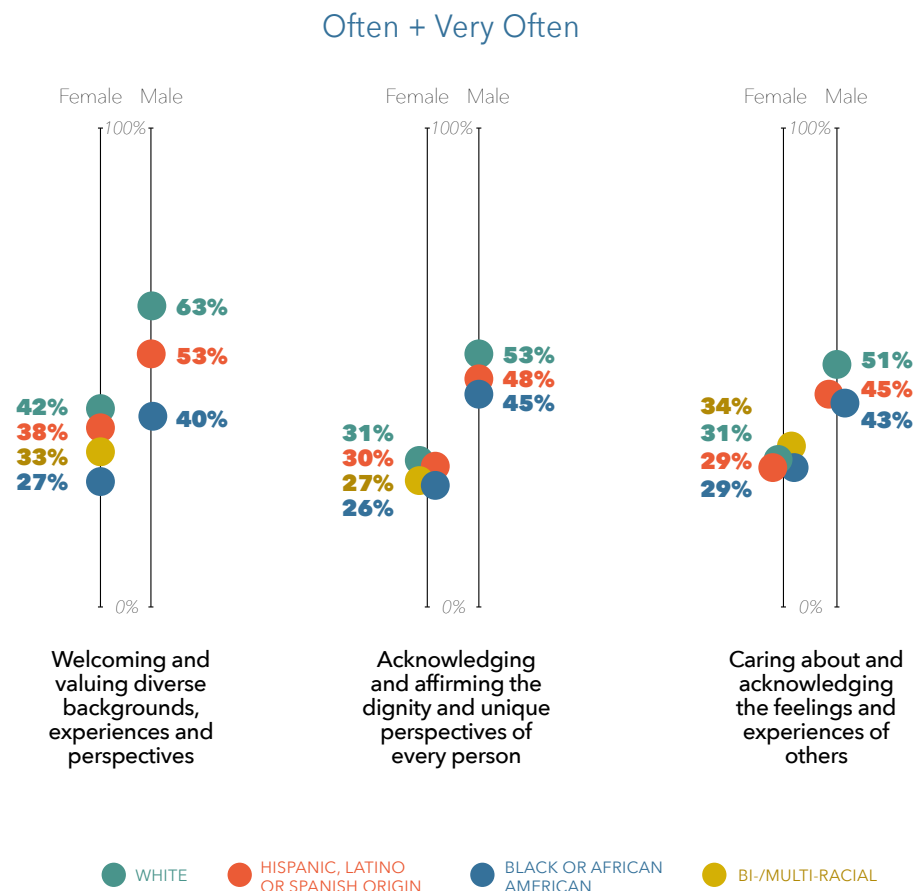
1. Welcoming and valuing diverse backgrounds, experiences and perspectives (49%)

2. Acknowledging & affirming the dignity and unique perspectives of every person (39%)

3. Caring about and acknowledging the feelings and experiences of others (39%).

We again saw notable differences across demographic groups.

- Men had a considerably more positive view than women

    – Welcoming and valuing diverse backgrounds (men, 61%; women, 39%)

    – Acknowledging and affirming the dignity and unique perspectives of every person (men, 50%; women, 30%)

    – Caring about and acknowledging the feeling and experiences of others (men, 50%; women, 31%).

- There were also significant differences across race, ethnicity, and gender. For example, 63% of white men said they saw people in the industry welcoming and valuing diverse backgrounds, experiences, and perspectives often or very often, compared with 42% of White women and only 27% of Black women.

Race/Ethnicity & Gender

Men have a far more positive view of the extent to which the entertainment industry values diversity and inclusion than do women.

Often + Very Often

Welcoming and valuing diverse backgrounds, experiences and perspectives

Acknowledging and affirming the dignity and unique perspectives of every person

Caring about and acknowledging the feelings and experiences of others

● WHITE   ● HISPANIC, LATINO OR SPANISH ORIGIN   ● BLACK OR AFRICAN AMERICAN   ● BI-/MULTI-RACIAL

PROGRESS: WELCOMING AND VALUING DIVERSE BACKGROUNDS

We asked workers what degree of progress had been made in the entertainment industry since #MeToo (October 2017) in welcoming and valuing diverse backgrounds, experiences and perspectives.

The majority of our sample (68%) saw moderate to a lot of progress in welcoming and valuing diverse backgrounds, experiences, and perspectives. There was little perceived difference in the degree of progress based on respondents' primary area of work. Those working in talent representation or in a corporate position perceived the least amount of progress, while those working in live theater perceived the most.

But there were notable differences in the perceived degree of progress across demographic groups.

- Men had an overwhelmingly positive view of the degree of progress. Over 75% of men saw progress in welcoming and valuing diverse backgrounds, compared with 63% of women.

- White men had the most positive view of progress made (78%) in welcoming and valuing diverse backgrounds, compared with 50% of Bi-/Multi-Racial women and 47% of Black or African American women.

- Fifty-nine percent of individuals with a disability saw progress in welcoming and valuing diverse backgrounds, compared to 69% of individuals without a disability.

- Individuals who identified as heterosexual or gay or lesbian had a more positive view of progress made in welcoming and valuing diverse backgrounds (70% and 66% respectively), compared with 60% of individuals who identified as bisexual and 56% of those who preferred to self-describe.

- Those respondents who were between the ages of 18 and 29 reported the most bias in the 12 months before taking the survey.

"We are still falling short in mental health and physical disabilities. Many don't know their rights and our industry doesn't seem to know what to do with those affected by such disadvantages."
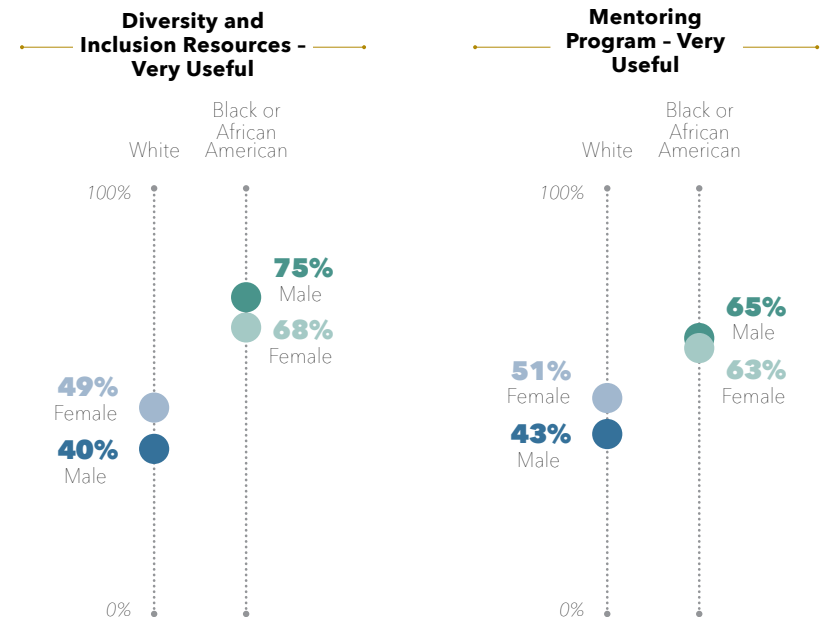*- Anonymous Survey Respondent*

New Resources

When asked which of the following resources would be somewhat or very useful, workers asked for the following: (1) Mentoring programs (87%) and (2) Resources on diversity and inclusion (88%).

> "We need nuanced approaches to complex problems and any standardized approach will inevitably be implemented carelessly for the purpose of box checking or providing cover for a company. No minority wants to feel like a token and no straight white male wants to be turned away and told point blank it's because of gender and race. We have to do better than that and many of us hope that we will."
>
> *– Anonymous Survey Respondent*

Notably, the view of the resources that would be very useful varied tremendously based on race/ethnicity. Specifically, while just under half of White women thought resources on diversity and inclusion would be very useful, 68% of Black or African American women said they'd be very useful. And while well less than half (40%) of White men thought resources on diversity and inclusion would be very useful, compared with 75% of Black or African American men. A similar discrepancy surfaced with respect to mentoring programs: (1) Just over 50% 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.

Diversity and Inclusion Resources – Very Useful

White / Black or African American

- 100%
- 75% Male
- 68% Female
- 49% Female
- 40% Male
- 0%

Mentoring Program – Very Useful

White / Black or African American

- 100%
- 65% Male
- 51% Female
- 63% Female
- 43% Male
- 0%

Responses and Recommendations

WWriters, producers and animators, among others, responded to the killings of George Floyd and Breonna Taylor by calling on the industry to do a better job of addressing bias. In open letters, they pointed out the career challenges that underrepresented groups experience and the dearth of content that reflects the experiences of the diverse audiences who consume industry products. Their unapologetic reports raised awareness of the disadvantages Black and Brown people face in the entertainment workforce. This racial accounting complements the gender equality demands that #MeToo and #TimesUp began three years ago.

Hollywood's answer to the data on bias, as well as related diversity and inclusion, must reflect greater awareness of how bias exists – and accountability for eliminating it. As the industry seeks to become much more diverse and representative – to develop systems that work much harder to hire, retain, and promote all workers – it must reflect an awareness of the challenges and barriers underrepresented workers face and the value that equality adds to the industry.

HOLLYWOOD COMMISSION RESOURCES

Build awareness and tools to address bias

- 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

Polices and practice

In addition to a model policy to promote safe, equitable, and harassment-free workplaces, the Hollywood Commission will:

- Establish model best practice standards for hiring, promotion, and retention of diverse workforces
- Offer programming on accuracy in diverse content and portrayal of underrepresented groups historically and today.

RECOMMENDATIONS FOR 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.

The national climate survey was conducted online via an anonymous link over a three-month period (Nov. 20, 2019 – Feb. 24, 2020) and included 9,630 survey respondents (5,399 women, 4,026 men, 52 non-binary/third gender, and 41 who preferred to self-describe) over the age of 18 within the entertainment industry.

The 110-question survey was conducted by the Hollywood Commission under the auspices of the Ethics & Compliance Initiative (ECI), an independent nonprofit organization. ECI, in collaboration with the Hollywood Commission, developed the survey instrument. Data for the survey were collected by ECI using Qualtrics, a third-party entity survey software platform. Only ECI had access to the anonymous individual quantitative survey responses. Qualitative data was also reviewed by ECI researchers to ensure no identifying information was provided to the Hollywood Commission.

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.

The Sample

The demographic profile of our sample was:

- **Gender identity:** Male (42%); Female (57%); Non-binary/third gender (0.5%); Prefer to self-describe (0.4%)

- **Race, ethnicity, and origin:** White (82%); Black (7%); American Indian or Alaska Native (1%); South/East Asian/Pacific Islander (5%); Bi- or Multi-Racial (2%); MENA (2%); Unknown (1%)

- **Latin, Hispanic, or Spanish origin:** (9%)

- **LGBTQIA+ identified:** Yes (16%); No (84%)

- **Transgender identified:** Yes (1%); No (99%)

- **Individuals with disability:** Yes (4%); No (96%)

- **Age:** 18-23 (1%); 24-29 (10%); 30-39 (23%); 40-49 (24%); 50-64 (31%); 64-74 (9%); 75 or older (2%)

- **Primary area of work:** Television & film (78%); Corporate (6%); Commercials (4%); Live theater (4%); Talent representation (manager, agent, lawyer) (3%); Broadcast/news (1%); Public relations (1%); Music (1%); Other (3%)

Results may not add up to 100% due to the rounding within individual demographic groups.

Some groups – like transgender or gender non-conforming, Native Americans and Asian Americans – were too small in number to allow for conclusions specific to these populations. The following included cohorts with less than 150 respondents:

Race/ethnicity
- Native Hawaiian
- Pacific Islander
- American Indian or Alaska Native
- Asian Indian
- Japanese
- Korean
- Filipino
- Vietnamese
- Chinese
- Other Asian

Gender identity
- Non-binary/third gende
- Prefer to self-describe
- Identify as transgender

Broadcast news

Music, including music videos

Public relations

Thus, while these groups were counted in the overall findings, we do not reach conclusions specific to these populations.

Age: Due to the added challenge of gaining parental consent for topics related to sexual harassment and assault, the sample is limited to those 18 and older.

References

[1] "2015 Hollywood Diversity Report: Flipping the Script," Ralph J. Bunche Center for African American Studies at UCLA (2015).

[2] "Hollywood Diversity Report 2018: Five Years of Progress and Missed Opportunities," UCLA College (2018).

[3] WGAW Inclusion Report Card 2017-19 TV Staffing Season; "Inclusion in the Director's Chair: Gender, Race & Age of Directors Across 1,200 Top Films from 2007 to 2019," Dr. Stacy L. Smith, Marc Choueiti, Angel Choi & Dr. Katherine Pieper (Annenberg Foundation and USC Annenberg Inclusion Initiative (Jan. 2019)); "Inclusion in the Director's Chair: Analysis of Director Gender & Race/Ethnicity Across 1,300 Top Films from 2007 to 2019," Dr. Stacy L. Smith, Marc Choueiti, Kevin Yao, Hannah Clark & Dr.Katherine Pieper (Annenberg Foundation & USC Annenberg Inclusion Initiative (January 2020)); The Visibility Report, Asian American Performers Action Coalition (2017-18); Actors' Equity Fund Study (2017); WGAW 2020 Inclusion Report.

[4] "Diversity Matters," Vivian Hunt, Dennis Layton, & Sara Prince (McKinsey & Company (Feb. 2, 2015))

[5] Hidden bias differs from discrimination in that in the majority of cases, discrimination must involve the conscious action of excluding or restricting members of one group from opportunities based on demographic characteristics of race, class, gender, sexual orientation, disability status, among others. In legal discrimination cases, with limited exception, intent to engage in a discriminatory act must be proven. "The Tilted Playing Field: Hidden Bias in Information Technology Workplaces," Level Playing Field Institute (Sept. 2011)

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