



HOLLYWOOD COMMISSION

Celebrating Five Years of Progress: **2018-2022**



STORY OF US

2017 was a year of reckoning for the entertainment industry. The #MeToo movement rallied urgent calls for accountability that created headlines across the globe. Long ignored, endemic practices of sexual discrimination, assault, and gender bias were in the spotlight. Industry-wide systems were not in place to address such pervasive issues. Galvanized by Kathleen Kennedy's call to action, the entire industry came together to finally put an end to harassment and abuse.

With support from all of you, Kennedy, Anita Hill, Maria Eitel, Freada Kapor Klein, and Nina Shaw formed the Hollywood Commission to develop new, industry-wide worker safeguards and the structures that support those protections.

With 2023 well underway, we at the Hollywood Commission are grateful for your continued assistance. In the pages that follow, we hope you will see and agree that we are making progress in our collective fight.

It is truly inspiring to know that the entire industry has come together to make entertainment a culture of safety, acceptance, equality, and accountability. It is only together, through both our art and our lives, that we can change the world.

"There is no pride of ownership when it comes to preventing bias and harassment in the workplace. Leaders in the entertainment industry must draw on our collective power to create more safe, inclusive and diverse workplaces for everyone."
- Kathleen Kennedy, Board of Directors, The Hollywood Commission



WORKING TOGETHER TO CREATE SYSTEMIC CHANGE



**5 YEARS OF
PROGRESS**

in the fight against harassment
and bias in entertainment



**13,000+ WORKERS
SURVEYED**

to create our roadmap



**2,870 WORKERS
SUPPORTED**

to receive access to an independent,
confidential platform to help create a
safe, inclusive & equitable workplace



**880 WORKERS
TRAINED**

on inclusion, bystander intervention
strategies, and skills to address
unwelcome behavior



**17 PANELS &
WORKSHOPS**

for nearly 1,000 industry
stakeholders on preventing abuse
and creating cultures of respect



**2 IDEAS SUMMITS
4 ROUNDTABLES**

with 20+ speakers and more than
300+ attendees from partner
organizations

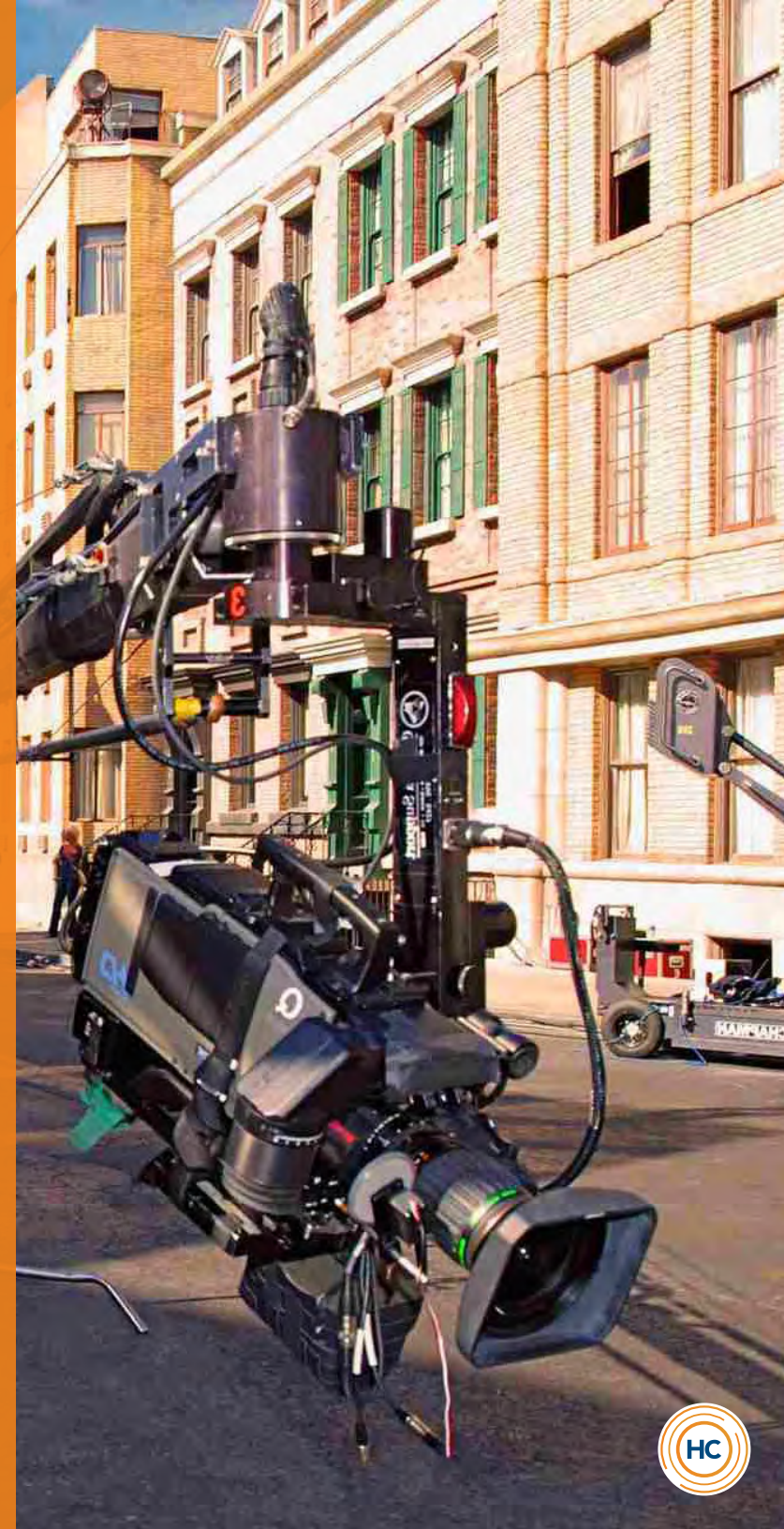


2 TOOLKITS

with checklists, template policies, and
FAQs for employers and workers to
help build respect on set

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**A MESSAGE FROM THE CHAIR & EXECUTIVE DIRECTOR
DEVELOPING OUR DATA-DRIVEN ROADMAP
MISSION, VISION, AND VALUES**



CELEBRATING 5 YEARS OF PROGRESS

A MESSAGE FROM THE CHAIR & EXECUTIVE DIRECTOR

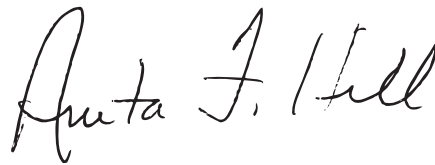
Dear Friends,

In this report, we will catch you up on the significant steps we have taken reflected in our activity from 2018 through 2022 and outline the core initiatives for engagement and growth of the organization in 2023 and beyond.

You will read about how over 13,000 workers answered our call for information with our entertainment surveys - the industry's first and largest culture and climate survey. We have reached thousands of workers through our industry-wide summits, discussion roundtables, training programs, and production toolkits.

With 2023 well underway, we are grateful for the chance to redouble our efforts to advance a culture of safety, acceptance, equality, and accountability in this industry that has the power to influence the world.

All of this work was accomplished with your invaluable support and influence. We are proud to work with more than 26 partner organizations that include the leading studios, networks, streamers, guilds, talent agencies and pillar companies that make up this diverse entertainment community.



Anita Hill, Chair & President,
The Hollywood Commission

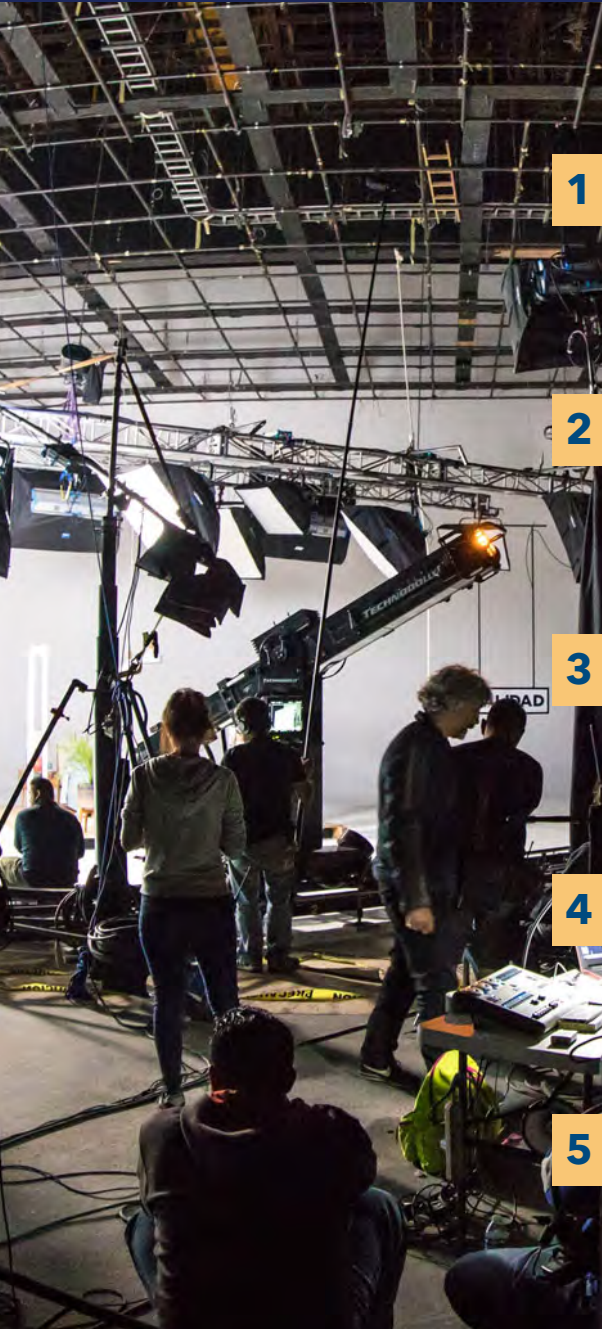


Malia Arrington, Executive Director,
The Hollywood Commission

Fueled by your generosity, 2023 is our most ambitious year to date. We will publish our second survey results, launch a new resource and reporting platform that will give new reporting options to workers across industry workplaces, and develop Respect on Set™, a ground-breaking system designed to fill the gaps with protections for workers on independent productions.



DEVELOPING OUR DATA-DRIVEN ROADMAP



1 -->

Built an organization capable of delivering on its ambitious mission alongside 26 of the most influential entertainment organizations.

2 -->

Heard from nearly 13,000+ entertainment industry workers to create our data-driven roadmap.

3 -->

Published a robust resource library for production companies and workers, while creating and delivering innovative training and workshops.

4 -->

Launching a unique system to connect workers to resources and reporting options.

5 -->

Developing a system to support resource-constrained production companies in addressing workplace harassment and abuse.

“The Hollywood Commission is committed to a simple proposition: that every individual employed in the entertainment industry (1) deserves to work in an environment free of bias and harassment; and (2) deserves an equal chance to display their talents.”

- Nina Shaw, Board of Directors, The Hollywood Commission



MISSION

To lead the entertainment industry to a strong and equitable future by defining and implementing best practices that eliminate sexual harassment and bias for all workers, especially from marginalized communities, and actively promote a culture of accountability, respect, and equality.

VISION

An inclusive entertainment industry that is free of systemic bias and abuse.

GUIDED BY OUR VALUES

INTEGRITY
RESPECT
INCLUSION & EQUITY
ACCOUNTABILITY



IN THIS SECTION:

**ENTERTAINMENT INDUSTRY SURVEYS
BUILDING ISSUE AWARENESS
SUMMITS & ROUNDTABLES
PANELS & WORKSHOPS
TRAINING
RESOURCES**



IMPACT

HEARING FROM 10,000+ WORKERS

IDENTIFYING THE NEED

Listening to Workers

What:

We believe the best ideas for addressing harassment and bias come from the workers experiencing it – we must continue to center the entertainment workers we serve and elevate their voices to create positive change.

Our 2019-2020 Hollywood Entertainment Survey gathered input, concerns, and ideas from nearly 10,000 entertainment industry professionals in television and film, commercials, live theater, music, broadcast news, talent representation, public relations and corporate settings. Our survey became the largest and most comprehensive assessment ever conducted within and by key constituents.

Why:

We are focused on reaching populations most vulnerable to discrimination and harassment.

The data produced by the 2019-2020 Entertainment Survey provided a wealth of information and became the basis for our signature training programs - Inclusive Sets and Harassment-Free Workplaces Training and Bystander Intervention Training. Real-world experience, shared anonymously through the survey, informed the scenarios and curriculum development that have made our training truly one-of-a-kind. More than 30 organizations and 1,885 workers have been trained in seminars to date.

What's next:

We have launched our second entertainment industry survey as a temperature check to help identify what progress has been made and where work still needs to be accomplished.

With expanded demographics and sectors, like gaming, this survey will build upon the learnings from the 2019-2020 survey to guide new resources, programs and opportunities for the Hollywood Commission.

LACK OF ACCOUNTABILITY

Entertainment Workers Perceive an Absence of Sanctions for Powerful Harassers

We asked respondents how likely it was that a person in a position of significant authority or status - such as a high-profile producer, writer, actor, or musician - would be held accountable for harassing someone with less authority or status, such as an assistant.

35%

Only 35% of our sample believed it was very likely or somewhat likely that the harasser would be held accountable.

UNREPORTED MISCONDUCT

Workers who reported experiencing gender harassment, unwanted sexual attention, or sexual coercion didn't report because they think they won't be believed, nothing will happen, or they'll be retaliated against.

After experiencing harassment, bias, or abuse, few make use of formal reporting channels.

23%

Just 23% of survivors went to a supervisor.

RESOURCES NEEDED

Nearly every respondent identified a need for better understanding of reporting.

95%

Identified a need for better understanding of reporting.

BUILDING ISSUE AWARENESS



5
REPORTS

54
**MEDIA
ARTICLES**

6
**TV
APPEARANCES**

3
PODCASTS

3
**RADIO
INTERVIEWS**



IDEAS SUMMITS

EXCHANGING IDEAS & COLLABORATING

IDEAS 2018 + 78 PARTICIPANTS

- Workplace Sexual Harassment: a Question of Culture
- Panel: The Search for Solutions – Why is it so hard to eliminate sexual harassment in our professional space?
- Update on Legislative Solutions
- Diversity, Inclusion, and Respect in Action
- Panel: Where Diversity Means Inclusion
- Solution Providers: New Companies and New Ideas

IDEAS 2019 + 129 PARTICIPANTS

- “What’s Next: Implementing Paths to Progress”
- The Role of General Counsels in Changing Organizational Culture
- California Legislative Update: Retrofitting Organizational Responses to Abusive Conduct
- The Emotional Costs We Don’t Name: Why Self Care is Crucial for Diversity & Inclusion Practitioners
- Strategies to Build and Protect a Speak-Up Culture
- Essential Practices for Moving the Needle on Hollywood Diversity
- Standing Face-to-Face with Inequity’s Tenacity
- A Missing Link in Workplace Gender Equity Efforts

ROUNDTABLES

4 ROUNDTABLES, 121 PARTICIPANTS

WE CONVENED

2018: Human Resources Practices

2018: Diversity, Equity, and Inclusion Practices

2019: Lessons Learned on Sexual Harassment Training in the Production Environment

2019: Emerging Practices in Diversity, Equity, and Inclusion

PANELS & WORKSHOPS

17 Panels and workshops
947 Participants

90% gained new knowledge and skills
77% learned tangible action steps to take back to their organization

Creating Cultures of Respect

Bullying: Train-the-Trainer

Dissecting High Stakes Change in Diversity, Equity, and Inclusion

Fireside Chat with Dolly Chugh and Anita Hill: Confronting Bias

Production Specific Anti-Harassment/ Abusive Conduct Training

Managing Workplace Bullying

Building Accountability for Diversity, Equity, and Inclusion

How Organizational Ombuds Help People and Organizations

Receiving a Report: Do's and Don'ts for Supervisors

Diverse Teams, Inclusive Environments: Two-Part Workshop

Inclusion Revolution with Daisy Auger-Dominguez

Conducting Effective Internal Investigations

Attracting & Hiring Diverse Talent

Using a Trauma-Informed Approach to Fair Investigations

Panel: Power, Bullying, and Toxic Workplaces in Hollywood

Supporting, Growing & Retaining Diverse Talent

Creating Anti-Racist Content & Cultures

“The fact is, we won’t be able to fulfill our mission to lead the entertainment industry to a strong and equitable future unless and until all industry workers enjoy the same protections—safe, fair, and appropriate resolutions to complaints and effective anti-bias training.”

- Anita Hill, Chair and President, The Hollywood Commission



TRAINING

More than **30** organizations have been trained in seminars to date.

"Our experience working with the Hollywood Commission - and in particular their Bystander Intervention Training - has been extremely beneficial to us and our goals to create a safer and more inclusive workplace in our industry."

Matthew Wiseman, Executive Director at BAFTA

BYSTANDER INTERVENTION

The Hollywood Commission created a unique Bystander Intervention Training for the entertainment industry. Bystander intervention focuses on providing accessible strategies and skills to address unwelcome behavior. Using data from the survey and targeted focus groups, every scenario explored is rooted in a real-world experience. Participants engage in open discussion with one another and the trainers through chat and breakout rooms. Our process asks participants to examine the dynamics and possible interventions in real-world entertainment scenarios.

91%

of survey respondents said bystander training would be helpful

INCLUSIVE SETS & Harassment Free Workplaces

Developed in 2021, this scalable and data-informed DEI, harassment prevention, and bystander intervention training can be adapted to meet compliance requirements for any U.S. based production. The training integrates bystander intervention techniques and unconscious bias training through the study of real-life scenario case studies. The training addresses the desire to create inclusive onset environments while still complying with state harassment laws.

tEQuitable



Confidential Guidance for Entertainment Industry Workers

The Hollywood Commission empowered **2,870** entertainment workers with a confidential, trusted way to report problems and get professional guidance by supporting access to tEQuitable - an independent, confidential platform.

EMPLOYER TOOLKIT

With a limited number of employees and resources, implementing a system to address harassment and discrimination may seem unnecessarily complicated and expensive for small entertainment companies.

Our goal in preparing this toolkit was to make sure that no matter the size of the production, leadership has access to state-of-the-art practices, resources, and guidance.



SAMPLE WORKPLACE CONDUCT POLICY



MINIMUM SYSTEM ELEMENTS IDENTIFIES KEY COMPONENTS NEEDED TO ADDRESS BIAS AND HARASSMENT



EMPLOYER CHECKLISTS:

- Workplace Conduct Policy
 - Training
 - Reporting Systems
 - Investigation & Resolution
 - Anti-Retaliation Protocols
-



TEMPLATE POLICIES AND PROCEDURES TO MANAGE HIGH-RISK SITUATIONS:

- Vendor Code of Conduct
 - Drugs, Alcohol, and Other Intoxicants
 - Social Media
 - Workplace Meetings
-



FAQ:

- Regarding an employer's legal responsibilities
- Applicable laws and regulations
- Definitions, including what constitutes a "workplace"
- Clarifying legal standards for bullying and workplace fraternization
- Discussing the intersection of criminal and civil law



WORKER TOOLKIT

Designed to help workers learn more about their rights, reporting options and support resources.



DISCRIMINATION AND HARASSMENT -->

Information about an employer's legal responsibility to provide a workplace free from all forms of unlawful discrimination, harassment, and retaliation.

SEXUAL HARASSMENT -->

Specific information concerning an employer's obligation to provide a workplace free of unlawful sexual harassment and to take appropriate action if it becomes aware of violations.

WORKPLACE BULLYING -->

Answering questions about abusive behavior or bullying in the workplace.

REPORTING & ADDRESSING MISCONDUCT -->

Providing guidance to workers who have experienced misconduct about their reporting options.

MANDATORY ARBITRATION -->

Updates to laws in several states, including California and New York, about banning new contracts from containing mandatory arbitration clauses for sexual harassment.

NON-DISCLOSURE AGREEMENT -->

Information to help workers understand post-employment non-disclosure agreements preventing disclosure of sexual harassment, discrimination, harassment, or retaliation.

RESOURCES -->

Emotional Support and Survivor's Services, Helplines, Resources for Union Members, Legal Resources, and Referrals.



73%

said Hollywood leaders place a "low" or "medium" priority on addressing industry sexual harassment.

59%

believe new systems instituted to address the problem are somewhat better.

55%

believe that colleagues will rarely/never take responsibility for problematic behavior.

50%

believe that moderate progress has been made in the last 5 years.

45%

believe high-profile harassers are more likely to be held accountable today versus five years ago.

WHAT #METOO CHANGED IN ENTERTAINMENT - AND WHAT IT DIDN'T

Working with ELLE Magazine in 2022, we conducted a limited survey and provided analysis for ELLE's editorial team highlighting the five-year anniversary of #MeToo.

We found survey participants acknowledged a changing workplace culture, but with tempered optimism; they did not consider the problem of workplace harassment, discrimination, or abuse resolved.



THE PATH FORWARD

IN THIS SECTION:

**RESOURCE & REPORTING PLATFORM
RESPECT ON SET**

“It seems to me that the solution would include zero-tolerance policies for abusive behavior and a secure, reliable, unimpeachable system in which victims of abuse can report what’s happened to them with a confident expectation that action will be taken without placing their employment, reputations, and careers at risk.”

- Kathleen Kennedy, 2017 ELLE’s Women in Hollywood event



RESOURCE & REPORTING PLATFORM

The Hollywood Commission developed the resource and reporting tool to provide workers with resources to understand and respond to harassment, bullying, and abuse.

94%

of entertainment workers lack sufficient guidance to address workplace misconduct.

Launching with DGA, IATSE, WGA, Amazon and Netflix, the resource and reporting tool is an independent, centralized resource and reporting tool for workers to:

- Learn about their rights and find support
- Create a personal time-stamped record
- Chat anonymously with their union, guild, or employer
- File a report with our unique “hold for match” system. This feature releases a report only after at two people complain about the same individual.



RESPECT ON SET™

Many independent production companies lack sufficient resources to prevent and respond to misconduct. On independent productions:

50%

of workers did not know how to report a concern.

The Hollywood Commission will provide independent productions with tools and structures needed to address harassment, bullying, and abuse:

- A ready-made code of conduct for productions
- Training and education for workers and managers
- A reporting mechanism for complaints
- Independent third-party monitoring and resolutions.

100+

Low-Budget Productions Supported



BY THE NUMBERS

GROWING AWARENESS & SUPPORT THROUGH CAUSE MARKETING

FACEBOOK
+60%

33K UNIQUE
PAGEVIEWS
IN 2022

100+ MEDIA
ARTICLES

LINKEDIN
+17%

TWITTER
+169%

44 EVENTS
HOSTED

PARTNER ORGANIZATIONS & SUPPORTERS

We are fortunate to have forged the incredible aforementioned industry partnerships that have served as the financial backbone of the organization and our important work.



THANK YOU FOR THE YEARS OF GIVING

Generous companies and foundations enable the Hollywood Commission to address discrimination and harassment in the entertainment industry. Your support makes our work possible.

2018	2019	2020	2021	2022
Alliance of Motion Picture and Television Producers	Academy of Motion Pictures Arts and Sciences	Academy of Motion Pictures Arts and Sciences	Academy of Motion Pictures Arts and Sciences	Academy of Motion Pictures Arts and Sciences
Amazon	Alliance of Motion Picture and Television Producers	Alliance of Motion Picture and Television Producers	Alliance of Motion Picture and Television Producers	Alliance of Motion Picture and Television Producers
Directors Guild of America	Amazon	Amazon	Amazon	Amazon
International Alliance of Theatrical Stage Employees	Associations of Talent Agents	Directors Guild of America	Directors Guild of America	Directors Guild of America
NBC Universal	Creative Artists Agency (ICM Partner)	International Alliance of Theatrical Stage Employees	International Alliance of Theatrical Stage Employees	ICM Partner
Netflix, Inc	Directors Guild of America	NBC Universal	NBC Universal	International Alliance of Theatrical Stage Employees
Paramount Global	International Alliance of Theatrical Stage Employees	Netflix, Inc	Netflix, Inc	NBC Universal
SAG-AFTRA	Live Nation	Paramount Global	Paramount Global	Netflix, Inc
Teamsters Local 399	NBC Universal	SAG-AFTRA	SAG-AFTRA	Paramount Global
Teamsters Local 817	Netflix, Inc	Sony	Sony	SAG-AFTRA
Television Academy	Paramount Global	Teamsters Local 817	Teamsters Local 399	Sony
Walt Disney Co.	SAG-AFTRA	Television Academy	Teamsters Local 817	Teamsters Local 399
Warner Bros.	Teamsters Local 399	Walt Disney Co.	Television Academy	Teamsters Local 817
William Morris Endeavor	Teamsters Local 817	Warner Bros.	Walt Disney Co.	Television Academy
Writers Guild of America West	Television Academy	William Morris Endeavor	Warner Bros.	Walt Disney Co.
	Walt Disney Co.	Writers Guild of America West	Writers Guild of America West	Writers Guild of America West
	Warner Bros.			
	William Morris Endeavor			
	Writers Guild of America West			

BOARD OF DIRECTORS



ANITA HILL

Board Chair & President

Anita Hill is a University Professor at Brandeis University, Heller School for Social Policy and Management. She is also Counsel to Cohen, Milstein, Sellers & Toll, a plaintiff's law firm. The youngest of 13 children from a farm in Oklahoma, Hill is a graduate of Oklahoma State University and Yale Law School. She began her career in private practice in Washington, D.C. and worked at the U.S. Education Department and Equal Employment Opportunity Commission. In 1989, Hill became the first African American to be tenured at the University of Oklahoma, College of Law. Hill is the recipient of numerous awards, grants and honorary degrees. Her professional and civic contributions include chairing the Human Rights Law Committee of the International Bar Association, and membership on the Board of Directors of the National Women's Law Center and Lawyers for Civil Rights.



KATHLEEN KENNEDY

Board of Directors

Eight-time Academy Award® nominee Kathleen Kennedy is one of the most successful and respected producers and executives in the film industry today. As President of Lucasfilm, she oversees the company's three divisions: Lucasfilm, Industrial Light & Magic, and Skywalker Sound. In 1992, she co-founded the production company The Kennedy/Marshall Company with director/producer Frank Marshall, and in 1982 she co-founded Amblin Entertainment with Marshall and Steven Spielberg. Altogether, Kennedy has further produced or executive produced more than 70 feature films, which have collectively garnered 120 Academy Award nominations and 25 wins. For much of the past 20 years, Kennedy served as a governor and officer of the Academy of Motion Picture Arts and Sciences and serves on the board of the new Academy Museum of Motion Pictures. She also sits on the boards of numerous educational, arts, and philanthropic organizations.



NINA SHAW

Board of Directors

Nina Shaw is a founding partner in the entertainment law firm of Del Shaw Moonves Tanaka Finkelstein & Lezcano. Her practice is in the television, motion picture, and live stage area. A native New Yorker, Shaw was born and raised in Harlem and The Bronx, educated in the New York City public school system and is a graduate of Barnard College and Columbia Law School. Among her clients are successful and award winning actors, writers, producers & directors as well as entrepreneurs and entertainment executives. She began her legal career in the Entertainment Department of the law firm of O'Melveny & Myers. Shaw has been a long-standing advocate for the education of girls and women, and is the recipient of numerous awards and recognitions. She is currently Vice President of the Board of Directors of the Independent School Alliance for Minority Affairs. Additionally, Shaw is among the founding organizers of Time's Up.

MEET OUR STAFF



MALIA ARRINGTON

Executive Director

Malia Arrington is Executive Director of the Hollywood Commission on Eliminating Sexual Harassment and Advancing Equality. In this role, she provides leadership in all of the organization's activities, forging the solutions that will guide a fairer, safer industry for all workers. Arrington has dedicated her life to advancing human rights and ethics. She joined the Hollywood Commission in November 2018 after serving as its Chief Operating Officer of the nonprofit U.S. Center for SafeSport. In that post, she helped lead an organization dedicated to protecting athletes from emotional, physical, and sexual abuse. Earlier, Arrington served as Senior Director at the U.S. Olympic Committee, where she played a key role in developing SafeSport's mandate and policies. Arrington is also a Board Trustee of Safe Sport International, which is committed to expanding the tenets of SafeSport around the world. A graduate of Emory University and the University of Virginia School of Law, Arrington came to the field after practicing law in Denver and serving as a Judicial Intern at the International Criminal Tribunals for the former Yugoslavia and Rwanda.



JULIA BELANOVA

Program Coordinator

Julia Belanova is an artist and activist originally from San Francisco, California. She graduated magna cum laude from Harvard University with a B.A. in Theater, Dance, and Media. As an actor, Belanova recurs as Sasha on *Mayans M.C.* (FX/Hulu), and her credits include *Lisa Frankenstein* (Focus Features), *Sugar* (Apple+), and *Five Nights at Freddy's* (Blumhouse). Belanova is proud to serve the Hollywood Commission and help to build a safer, more inclusive entertainment industry for all workers.

MEET OUR STAFF



RAANA SIMMONS

Dir., Programs

Raana Simmons is a gender and safety expert focused on translating specialist language to manage programmatic and government affairs priorities, developing trusted relationships, and delivering policy outcomes that meaningfully respond to public concerns. She has spent the last 15 years working in the gender-based violence field, including serving as a legislative strategist to pass first-in-the-nation policies that advance survivor justice. Prior to joining The Hollywood Commission, Simmons led on the delivery of Bloom, a web-based trauma support service for survivors of domestic violence, sexual assault, and harassment. Simmons holds a Bachelor of Science in Communication with a concentration in Public Relations from the University of North Florida, and a master's degree in Public Administration with a dual concentration in Program Management & Policy Development and Gender-Based Violence from the University of Colorado-Denver.



LILLIAN RIVERA

Dir., Research and Evaluation

With two decades of experience in capacity building and leadership, Lillian Rivera has dedicated her life work to creating environments that celebrate our unique journeys. She has developed Diversity & Inclusion strategies for a variety of organizations, including the New York City Department of Education, Con Edison, and Fossil. She has developed trainings focused on system racism, implicit bias, gender inequalities, and intersectional perspectives. Rivera also created a process for quantifying inclusion of LGBTQ+ youth of color within youth serving agencies in New York City and has overseen the evaluation of services at Hetrick-Martin Institute, leading the implementation of the agency's database. Rivera received her bachelor's degree in Theatre and a master's in Public Health from Rutgers University.



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