HOLLYWOOD
COMMISSION

2022-23 Entertainment Industry Survey

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Executive Summary

In 2019, the Hollywood Commission launched the first-of-its-kind culture and climate survey to take a snapshot of discrimination, harassment, and bullying across the entertainment industry. For our second industry-wide survey, we polled more than 5,200 entertainment industry workers to gain insight into what has changed after six years of new programs and legislation, intense media coverage, and high-profile criminal trials. How far has our community come in addressing these persistent workplace issues?

Our second survey reveals an industry on the precipice of systemic change: one that overwhelmingly still struggles with its historical challenges but also one that has planted the seeds for a better industry.

Six years after the #metoo movement gained visibility, workers have a better sense of the behaviors that do not belong in the workplace—but they also maintain a lack of trust in the systems designed to root it out.

The challenge ahead is to address this gap in attitudes, values, and expectations—the issues that cause so many workers to lack trust and opt out of reporting.

Acknowledgments

5,259
VOICES

We would like to recognize and thank the 5,259 workers who shared their time and added their voices by completing this groundbreaking survey. Their data, insights, ideas, enthusiasm, and expertise inform this report's backbone.

Top Findings & Recommendations

Top Findings

While promising data indicate a clear trajectory toward a positive industry-wide shift, workers are hesitant to trust the system.

Workers report an overall increase in awareness of what constitutes workplace misconduct, how to report it, and how to address or respond to retaliation—a crucial first step in positively shifting workplace attitudes and behavior.

Workers continue to experience high rates of misconduct, including sexual harassment, bullying, bias, and colorism.

Workers continue to underreport misconduct. With a near-universal lack of confidence that powerful harassers will be held accountable, they choose not to report because they don't trust that anything will be done.

Workers continue to have a dim view of accountability; only

31%

believe it is likely that a powerful harasser will be held accountable.

Top Recommendations

Strengthen Accountability
Strengthen existing reporting systems to build worker trust that companies will take action against harassers — including the most powerful.

Focus on Prevention
With an industry-tailored approach, invest in training that builds a culture of integrity and respect.

Independent Productions
Integrate structures, systems, and practices that support independent workers and producers.

What Changed

Promising data indicate a clear trajectory toward a positive industry-wide shift.

Compared with the 2019-20 survey, workers now better understand workplace standards, their reporting options and resources, what will happen if they report to their employer, and what retaliation is. These changes mark real gains and progress.

Through my workplace, I was made aware of $\longrightarrow$

The increase in workers' understanding of misconduct, how to report concerns, and how to respond to retaliation is one of the first steps toward sustained change. While this data shows promise, to better our industry's culture we must address what hasn't changed.

Unacceptable behaviors in the workplace

2020	YES | 76%	NO | 24%
2023	YES | 82%	NO | 18%

How to share concerns

2020	YES | 68%	NO | 32%
2023	YES | 74%	NO | 25%

Diversity and inclusion initiatives

2020	YES | 66%	NO | 34%
2023	YES | 75%	NO | 25%

The process that takes place if I share concerns

2020	YES | 58%	NO | 42%
2023	YES | 65%	NO | 35%

What retaliation is and what can be done if I observe or experience retaliation

2020	YES | 59%	NO | 41%
2023	YES | 69%	NO | 31%

What Didn't Change

We found no significant shifts in workers' experiences with accountability (including reporting and retaliation), bullying, sexually harassing behaviors, or bias.

Accountability

The survey looked at several factors that characterize a permissive climate towards sexual harassment, including:

1. A perceived lack of sanctions against offenders
2. The perception that complaints will not be taken seriously
3. Perceived risk to victims for reporting harassment

ABUSE OF POWER DIFFERENCES

Question:

What degree of progress has been made in the entertainment industry since the start of the #MeToo movement (2017) in confronting the abuse of power differences?

In our first survey, most respondents (52%) reported that they believed minimal/no progress had been made in addressing power disparities in the entertainment industry since 2017.

Current data reflects little change; approximately 56% of respondents report that the entertainment industry has made minimal/no progress in confronting abuse of power differences since 2017.

Our first survey	52%
Current data	56%
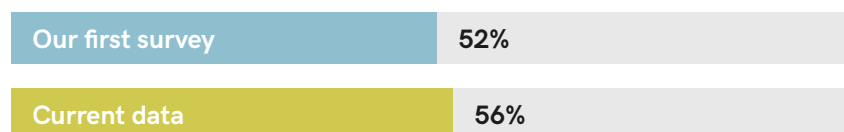
In our first survey, a majority of respondents reported that they believed little progress had been made in addressing power disparities in the entertainment industry since 2017.

Current data reflects little change—**workers still believe the system is designed to protect powerful harassers, not stop them.**

Entertainment Workers Continue to Perceive an Absence of Accountability for Powerful Harassers.

Only 31% believe it is likely or very likely that a powerful harasser will be held accountable for harassing someone with less power (35% in 2020).

Workers lack confidence that powerful harassers will face accountability.

The problem is acute across the entire industry – on independent productions, many of which lack the structures and systems of the large studios, and at the large studios themselves, where 71% of workers believe it is unlikely that a powerful person will be held accountable.

Someone in a position of significant authority or status – such as a high-profile producer, writer, actor, or musician – is observed harassing someone with less authority or status, such as an assistant. How likely is it that this person would be held accountable?

In 2019-20, there was a significant difference in how men and women perceived the likelihood of powerful harassers being held accountable for their actions; at that time, 45% of men and 28% of women believed that a harasser would be held accountable. The new survey finds that the gender gap persists, with workers having an even dimmer view of accountability as men's responses more closely align with those of women. In the new survey, the percentage of women believing that high-profile harassers will face sanctions is largely unchanged (27%), while now, only 38% of men share this belief.
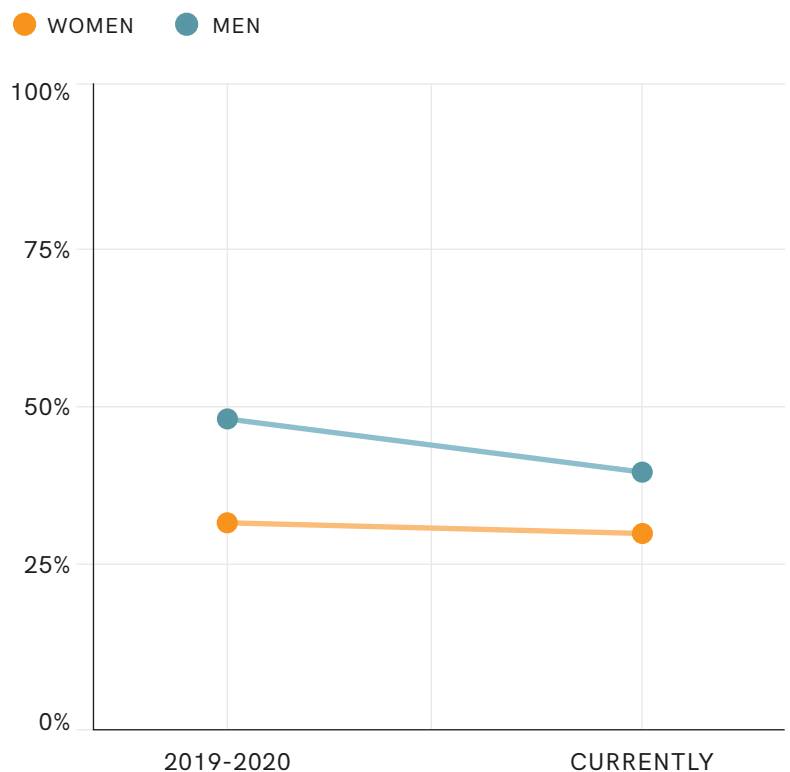
As a supervisor, I was told of a list of harassment claims against someone else in the workplace. I followed policy and reported these incidents to my supervisor and corporate HR department. The harassing stopped, but the harasser was not let go. I felt like the whole process is a sham and a way for the large studios to absolve themselves of real accountability. They didn't want to fall behind in their schedule and lose money. (It's always about money.)"

– Anonymous Survey Respondent

Reporting

Workers don't trust that the system will protect them if they come forward.

Among respondents who did not report the most serious incident that they observed, we asked about the reasons they did not report.

Many workers responded that they did not feel that the incident was serious enough. In context, we need to note that these workers may be in a system where inappropriate behavior has been normalized; workers in other industries experiencing the same incidents may recognize them as very serious. In addition, workers may be judging the severity of the incident against a burdensome investigatory process, and feel it's "not worth it."
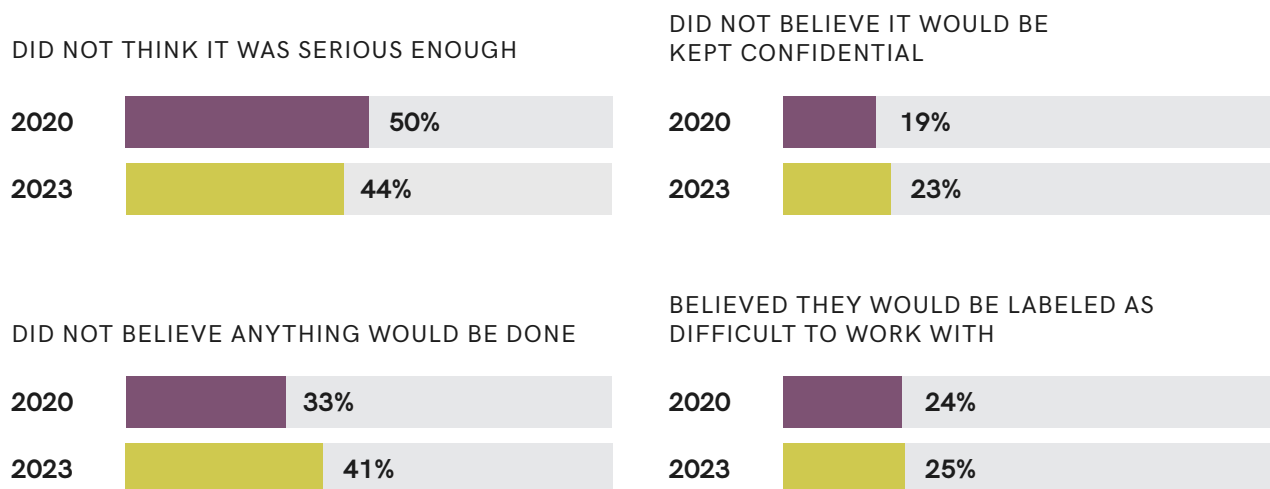
Other concerning data indicate that an increasing percentage of these workers are attributing their choice not to report to a belief that nothing will be done: 41% of those who chose not to report said it was because they did not think anything would be done, an increase from 33% in 2020.

In 2023, the percentage of workers who believed nothing would be done increased by 24% over 2020.

Question:

You indicated that you did not tell anyone about the worst or most serious incident you observed. Please select the items that influenced your decision not to tell anyone.

DID NOT THINK IT WAS SERIOUS ENOUGH

2020	50%
2023	44%

DID NOT BELIEVE IT WOULD BE KEPT CONFIDENTIAL

2020	19%
2023	23%

DID NOT BELIEVE ANYTHING WOULD BE DONE

2020	33%
2023	41%

BELIEVED THEY WOULD BE LABELED AS DIFFICULT TO WORK WITH

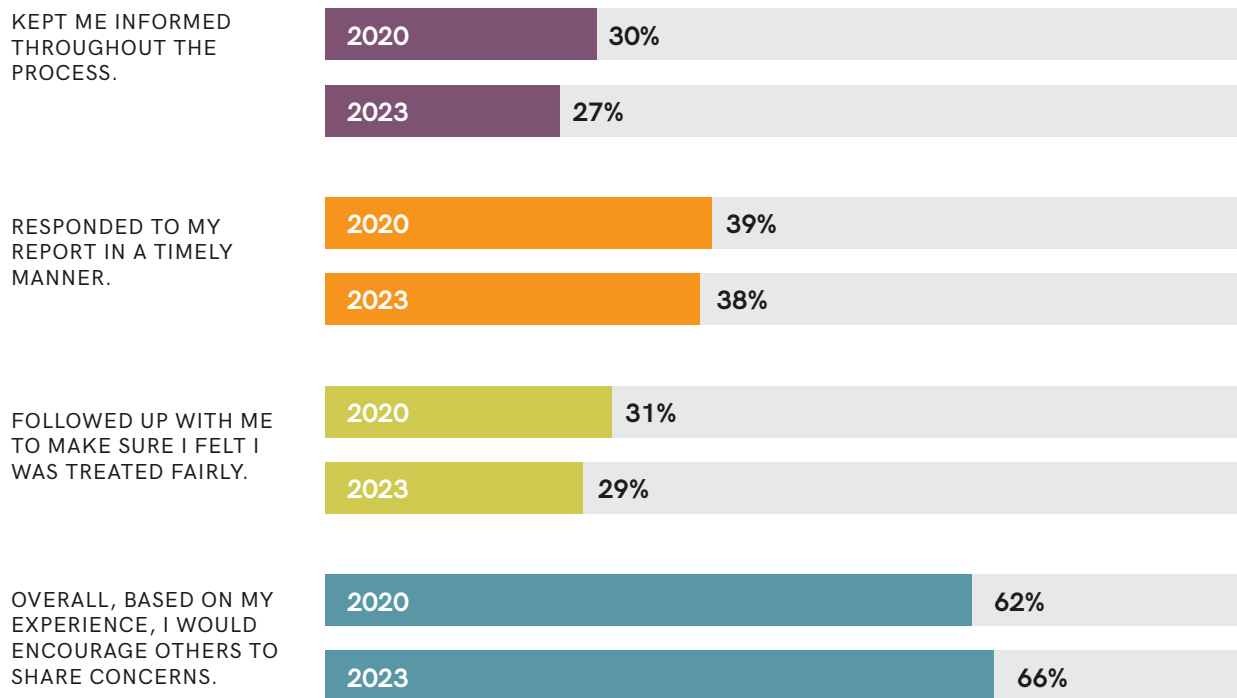|	
2020	24%
2023	25%

While most workers still hesitate to report, workers who did report would recommend it, with room for improvement in the systems.

Workers who report misconduct overall have a mixed experience. Most feel that they are not kept informed throughout the process, that their reports are not dealt with expeditiously, and that there is little contact with them to make sure that they are treated fairly.

Despite all of this, a majority of workers (66%) are satisfied enough with the process to recommend that others report their own concerns.

OVERALL, THE ORGANIZATION/ENTITIES I SHARED MY CONCERNS WITH...

KEPT ME INFORMED THROUGHOUT THE PROCESS.

2020	30%
2023	27%

RESPONDED TO MY REPORT IN A TIMELY MANNER.

2020	39%
2023	38%

FOLLOWED UP WITH ME TO MAKE SURE I FELT I WAS TREATED FAIRLY.

2020	31%
2023	29%

OVERALL, BASED ON MY EXPERIENCE, I WOULD ENCOURAGE OTHERS TO SHARE CONCERNS.

2020	62%
2023	66%

The industry can improve if more women and people in general felt like they could actually report bad behaviors.

Fortunately, in my sexual harassment incident, I had strong women in my life who encouraged me to speak up. **My union was the one who explained to me what happens when I make a report, not the employer.**"
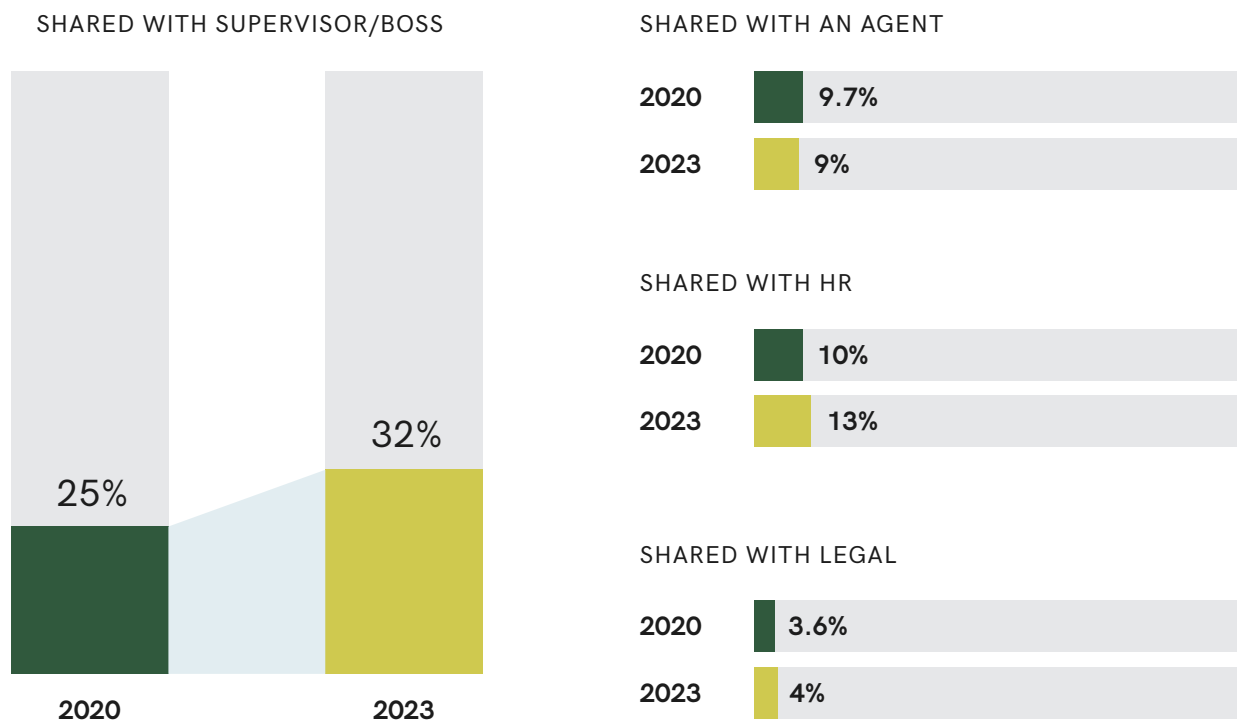
– ANONYMOUS SURVEY RESPONDENT

Reporting

While workers continue to underreport misconduct, there are promising signs for the future.

We asked workers whether they shared the experience they considered the worst or most serious in the last 12 months.

In 2020, our data showed only 1 in 4 workers (28%) who experienced workplace abuse talked to a supervisor, human resources, or their legal department.

In the new survey, not much has changed, with one exception. One particular kind of reporting rose sharply: the number of workers responding that they shared their experience with a supervisor or boss jumped from 25% of workers in 2020 to 32% in 2023. This suggests that a growing number of employees trust their supervisors. That's the good news; the bad news is that rate is still too low, and workers continue not to report to their HR (13%) or legal departments (4%)—a sign of a lack of trust.

SHARED WITH SUPERVISOR/BOSS

25%   2020
32%   2023

SHARED WITH AN AGENT

| 2020 | 9.7% |
| 2023 | 9% |

SHARED WITH HR

| 2020 | 10% |
| 2023 | 13% |

SHARED WITH LEGAL

| 2020 | 3.6% |
| 2023 | 4% |

Retaliation

WHAT WORKERS ACTUALLY EXPERIENCE

Retaliation is a looming fear that impacts workers' decisions to report. Workers experienced a number of consequences after reporting, and it is possible that retaliation can also occur without the workers' knowledge; therefore, the numbers may be higher.

Whether you reported the unwanted experience or not, did any of the following occur afterwards? *Check all that apply.*

	2020	2022
I was called "difficult to work with"	14	17
I was not hired for similar jobs	12	15
I experienced significant career impact	N/A	14
I suffered economic hardship	N/A	16

WHY WORKERS DIDN'T REPORT

Even before retaliation occurs, the possibility of retaliation has the intended and understandably disproportional chilling effect on the overall culture and climate.

In comparison to the 2020 report, we find that the rates of workers experiencing retaliation have risen. From 2020 - 2023, we documented a 21% - 33% change increase in retaliation. These data point to workers being more aware of retaliation and can identify it which aligns with what we have learned overall about awareness from this survey.

● RATE OF WORKERS
  EXPERIENCING RETALITATION
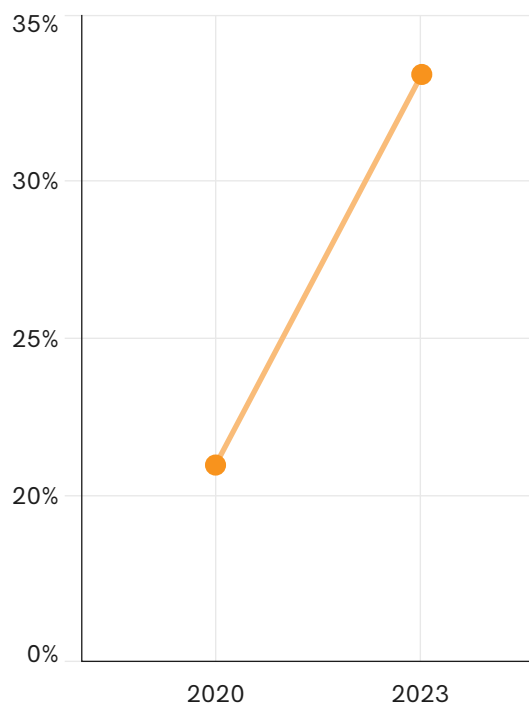
Sexually Harassing Behaviors

There are several kinds of behavior under the broad category of sexual harassment. Each one requires unique consideration and examination.

GENDER HARASSMENT

Refers to insulting, crude, and degrading comments and attitudes towards members of one gender (e.g., using insults such as "slut" to refer to women co-workers or "pussy" to refer to men co-workers).

UNWANTED SEXUAL ATTENTION

Refers to sexual advances. Unlike sexual coercion, it does not include professional rewards or threats to force compliance. Examples include unwanted touching, hugging, stroking, and persistent requests for dates or sexual behavior despite discouragement. Similar to sexual coercion, this can be viewed as a "come-on," while gender harassment is, for all intents and purposes, a "put-down."

SEXUAL COERCION

Also refers to sexual advances, but makes the conditions of employment or career advancement contingent upon sexual cooperation.

SEXUAL ASSAULT

Is any sexual contact or behavior without the recipient's explicit consent.

The overwhelming majority of sexually harassing conduct continues to involve some form of gender harassment.

Unwanted sexual attention is the next most common form of sexual harassment, followed by sexual coercion and sexual assault.

Sexually Harassing Behaviors

## Sexual harassment and unwanted behaviors remain a persistent problem.

We asked workers about their experience with gender harassment (put-downs based on gender), unwanted sexual attention (come-ons), sexual coercion, and sexual assault.

The overwhelming majority of sexually harassing conduct continues to involve some form of gender harassment. Overall reported rates of gender harassment remain similar among men and women.

Question:

How often have you been in a situation where someone from work or related to work:

- Told sexually suggestive stories or offensive jokes
- Made crude and offensive sexual remarks, either publicly (e.g., in the office, on set) or privately
- Made offensive remarks about your appearance, body, or sexual activities
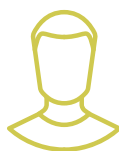
Percentages of men experiencing situations of sexual harassment
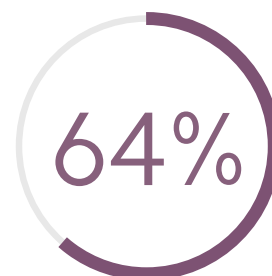
Percentages of women experiencing situations of sexual harassment

62% | 2020 | 67%

62% | 2023 | 64%
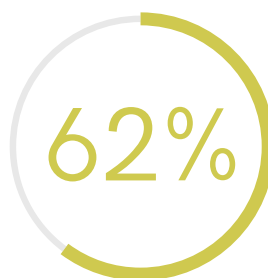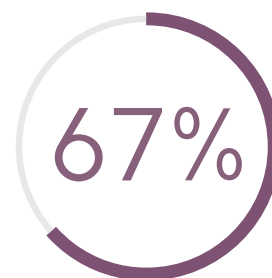
Unwanted Sexual Attention

In our 2020 survey, women between the ages of 24 and 39 years of age reported the highest rates of gender harassment, including <u>unwanted sexual attention</u> (e.g., offensive remarks about their appearance, body, or sexual activities).

Women in this age group remain more vulnerable to <u>unwanted sexual attention</u>; women respondents aged 25 to 39 years are three times more likely to report experiencing this type of harassment than men in the same age group.

LGBTQ+ respondents report being highly vulnerable to unwanted sexual attention. 17% of LGBTQ+ respondents report this experience compared to 3% of their heterosexual counterparts.
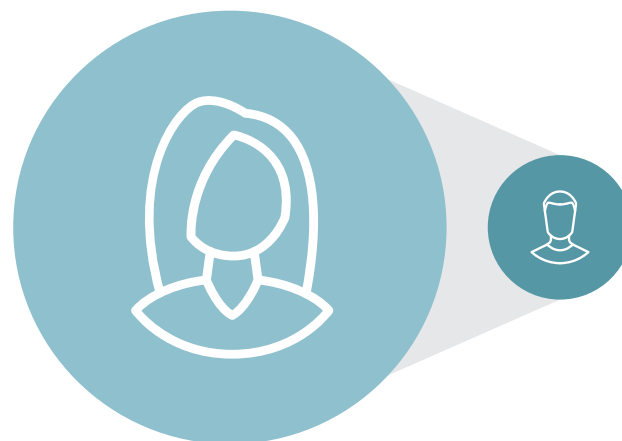
Women respondents aged 25 to 39 are 3x more likely to report experiencing this type of harassment than men in the same age group.

> I think the general culture in the entertainment industry includes a lot of crude and inappropriate language taking place very often.

It is seen as normal set conversation. An actor made inappropriate comments directly to me and about me in front of the director, producers, other actors, and the entire crew. The director apologized to me later, but nothing further was done."

– ANONYMOUS SURVEY RESPONDENT

Sexual Coercion

Reported rates of sexual coercion remain static.

Question:

During the past 12 months, how often have you been in a situation where someone from work or related to work:

- Made you feel subtly threatened for some sort of negative consequence for not being sexually cooperative

- Made it necessary for you to respond positively to sexual or social invitations to be treated well on the job
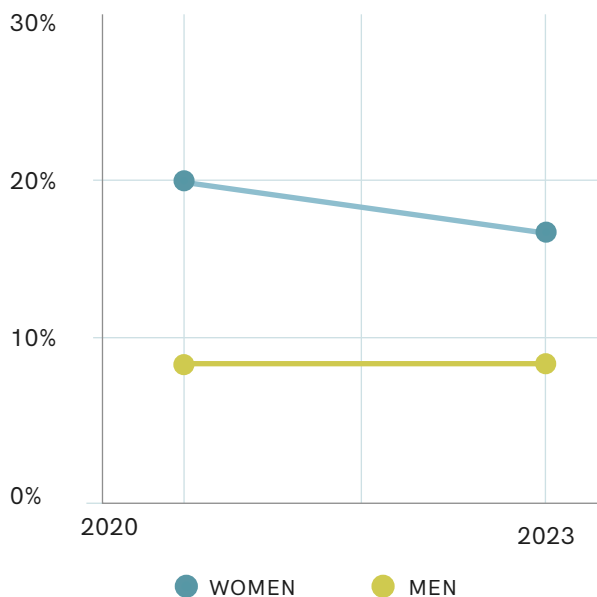
Sexual Assault

Since our initial survey, reported rates of sexual assault have remained relatively unchanged.

To understand how workers experience or witness sexual assault in the entertainment industry, we asked survey respondents the following:

1%   Had been in a situation where someone from work or related to work had sex with them without consent by using force (e.g., holding you down with their body weight, pinning your arms). *(1% in 2020)*

1%   Had been in a situation where someone from work or related to work tried to have sex with them without consent by using force but was unsuccessful. *(3% in 2020)*

Bias & Discrimination

Bias and discrimination can also take many forms.

COLORISM

Is prejudice or discrimination, especially within a racial or ethnic group, favoring people with lighter skin over those with darker skin.

AN UNDERREPRESENTED GROUP

Refers to a subgroup whose representation is disproportionately low relative to their numbers in the general population. The subgroup may be identified by race, ethnicity, age, sex, gender, religion, or socioeconomic status. Underrepresented groups include individuals who identify as LGBTQ+, BIPOC, and people with disabilities.

UNFAIR/BIASED BEHAVIOR

Is a worker being labeled as incapable of certain kinds of work or being denied opportunities made available to workers from other groups.

UNDERREPRESENTED GROUPS ARE

3x

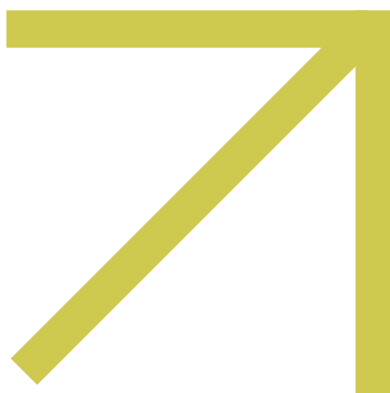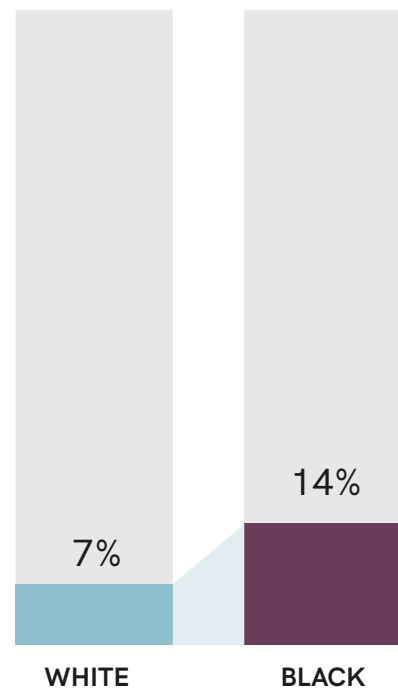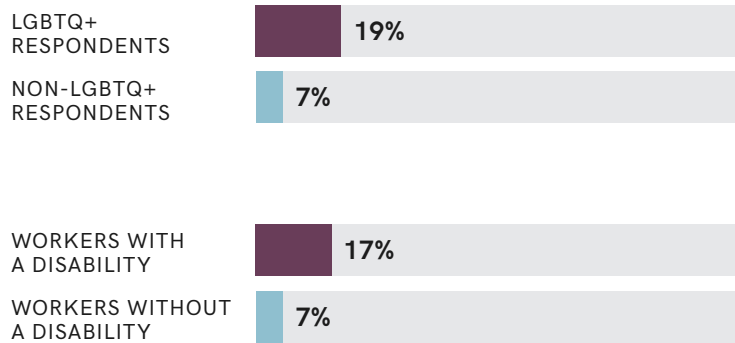*more likely to experience bias, on average, compared to majority men.*

Overall, workers from underrepresented groups are more likely to experience biased or unfair behavior.

Not Capable of Certain Kinds of Work

One form of discrimination that persists is the idea that some groups are less capable of certain kinds of work than the majority of people. Often originating from unconscious bias, minority workers more often hear these limited perspectives.

Question:

During the past 12 months, how often have you been in a situation where someone from work or related to work stated or implied that you are not capable of certain kinds of work?

LGBTQ+ RESPONDENTS **19%**

NON-LGBTQ+ RESPONDENTS **7%**

WORKERS WITH A DISABILITY **17%**

WORKERS WITHOUT A DISABILITY **7%**

7% WHITE

14% BLACK

LGBTQ+ respondents report higher rates than non-LGBTQ+ identifying respondents of experiencing discrimination in the past 12 months.

Denied Opportunities

Overall, 16% of respondents report being denied opportunities given to others in similar circumstances.

Black women are more likely than White women to report experiencing this kind of biased behavior. Black men are twice as likely as White men to report experiencing this kind of biased behavior.

Question:

During the past 12 months, how often have you been in a situation where someone from work or related to work denied you opportunities given to others in similar circumstances?

WHITE (NOT HISPANIC)   BLACK / AFRICAN AMERICAN

14%   vs   25%

11%   vs   24%
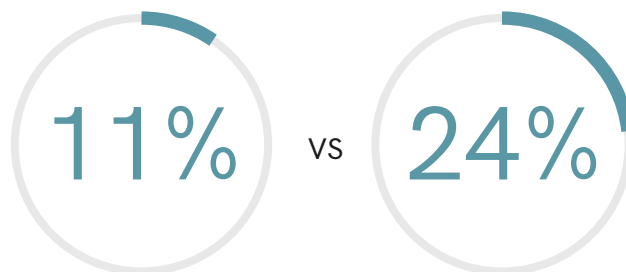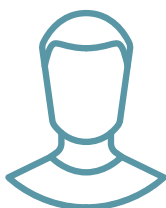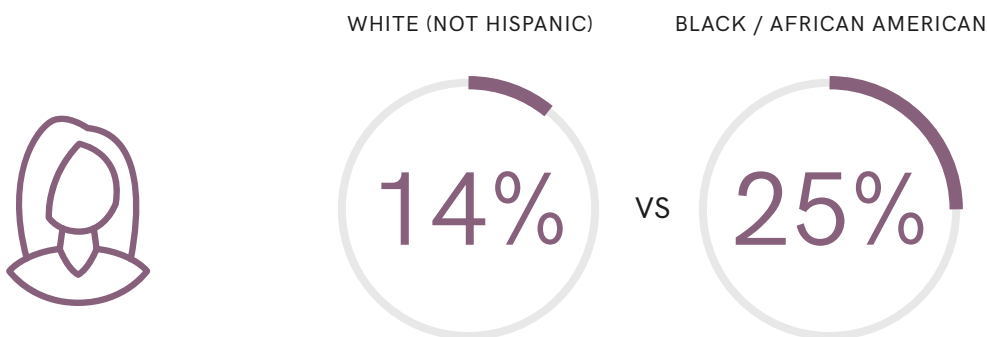
% = Participants who responded with Strongly agree + Agree

One of the biggest issues for better inclusion is that series and films will be like, 'Oh, we tried to hire these Oscar/Tony/Emmy winning women or people of color or disabled folks as writers, directors, actors, etc.,' and when they aren't available (which is going to be the case most of the time unless there is a lot of advanced notice for hiring, which is particularly rare in TV), they just go back to hiring white men or people they know personally or who look like them."

– Anonymous Survey Respondent

Racial Discrimination / Colorism

Workers with darker skin tones are significantly more likely to report experiencing or witnessing a denial of work based on skin tone.

Question:

During the past 12 months, how often have you been in a situation where someone from work or related to work denied someone a job opportunity because they were of a darker skin tone?
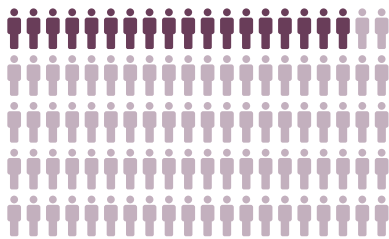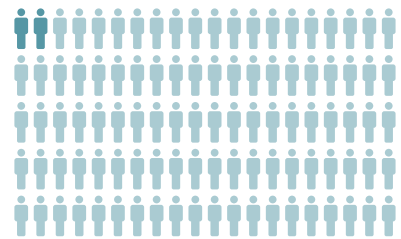
18%
BLACK WORKERS

11%
LATINX/HISPANIC WORKERS

2%
WHITE WORKERS

Bullying

The reported rates of bullying are relatively unchanged since 2020.
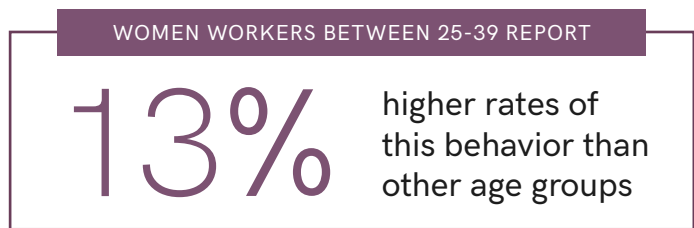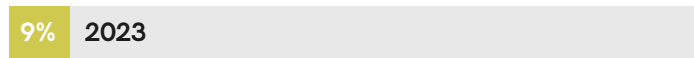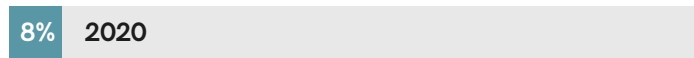
Bullying Behaviors

We asked survey respondents about their experiences with several bullying behaviors.

Overall, rates of excessive criticism, humiliation, and yelling have remained relatively unchanged since 2020. Fortunately, physical aggression remains rare.

Question:

During the past 12 months, how often have you been in a situation where someone from work or related to work:

Was excessively harsh in their criticism of your work performance? *% = Very Often + Often*

8%	2020
9%	2023

WOMEN WORKERS BETWEEN 25-39 REPORT

13%
higher rates of this behavior than other age groups

Progress: Promoting Respect

Question:

What degree of progress has been made in the entertainment industry since the start of the #MeToo movement in promoting respect?

2020	2023	MEN	WOMEN
65%	61%	71%	57%

WORKERS WHO REPORT PROGRESS HAS BEEN MADE

% = A lot of progress + Moderate progress

Fewer women *see progress (57%), compared with a strong majority (71%) of men.*

Bullying Behaviors

During the past 12 months, how often have you been in a situation where someone from work or related to work:

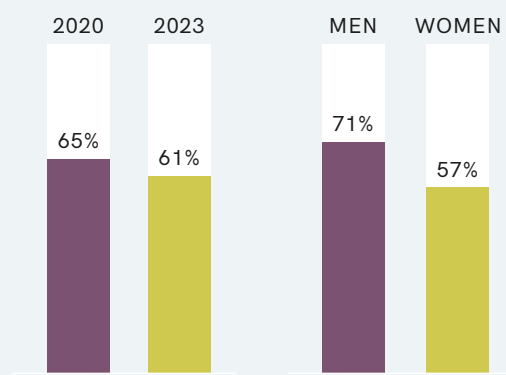*% = Participants who responded with "Very often + Often"*

Used insults, sarcasm, or other gestures to humiliate you?

8%	2020

9%	2023

11%
of men and women aged 25-29 report experiencing insults, sarcasm or other gestures to humiliate.

AND

10%
of women aged 40-57 report experiencing insults, sarcasm or other gestures to humiliate.

Yelled when they were angry with you?

7%	2020

8%	2023

Was physically aggressive (e.g., threw something) when they were angry with you?

1%	2020

1%	2023

Swore at you in a hostile manner?

4%	2020

4%	2023

I am retired. I specifically left the industry after 40+ years because I was being psychologically harassed by a television producer who retaliated against me by not rehiring me and my crew, even though our work was excellent, as always. This person has a longstanding reputation as a bully. At the time (2010) there were no resources available to stop this person's behavior."

– Anonymous Survey Respondent

Spotlight Report

Who You Are Determines How You See the World

White cisgender men have a more positive outlook toward progress than every other demographic.

We examined the experiences of White cisgender men compared to all other respondents. We uncovered two vastly different experiences and outlooks on the industry—especially in regard to perceptions of progress.

Participants were asked how much progress has been made by the entertainment industry in recent years. When compared to every other identifiable group in the survey, White cisgender men are far more likely to believe that a lot of progress or moderate progress had been made toward important goals:
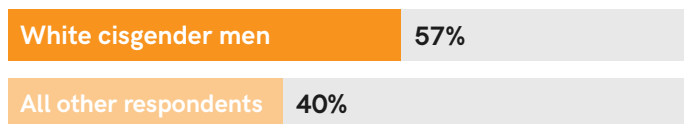
Question:

How much progress do you believe the entertainment industry has made toward the following goals?

% = Participants who responded with "A lot of progress + Moderate progress"

PREVENTING HARASSMENT

White cisgender men	80%
All other respondents	62%

CONFRONTING THE ABUSE OF POWER DIFFERENCES

White cisgender men	57%
All other respondents	40%

PROMOTING RESPECT

White cisgender men	73%
All other respondents	58%

In addition, White cisgender men are reporting that they see a far more welcoming industry than members of other groups.

Based on your experience of pursuing work or working in the entertainment industry, how often do you observe people behaving in the following ways?

Welcoming and valuing diverse backgrounds, experiences and perspectives
% Participants who responded "Very often + Often"

WHITE CISGENDER MEN	62%
ALL OTHER RESPONDENTS	40%

Welcoming and valuing diverse backgrounds, experiences and perspectives
% Participants who responded "A lot of progress + Moderate amount of progress"

WHITE CISGENDER MEN	79%
ALL OTHER RESPONDENTS	58%

Keeping oneself and others protected from harm or danger
% Participants who responded "Very often + Often"

WHITE CISGENDER MEN	74%
ALL OTHER RESPONDENTS	56%

Spotlight Report

Workers with a Disability

Workers with a disability face a more abusive workplace.

Across all categories of bullying behavior (excessive criticism, insults, sarcasm, humiliation, yelling, physical aggression), workers with a disability are almost twice as likely to report experiencing these behaviors very often or often, compared to workers without a disability.

Among all workers, those with a disability are the most vulnerable to bullying, bias, and sexually harassing behaviors.

During the past 12 months, how often have you been in a situation where someone from work or related to work…	WITH A DISABILITY	WITHOUT A DISABILITY
Was excessively harsh in their criticism of your work performance?	14%	8%
Used insults, sarcasm, or other gestures to humiliate you?	13%	8%
Yelled when they were angry with you?	12%	7%
Was physically aggressive (e.g., threw something) when they were angry with you?	2%	1%
Swore at you in a hostile manner?	7%	4%

% = Participants who responded with Very often + Often

Bias and Discrimination

Workers with a disability face more bias.

Workers with a disability face the most discrimination of any vulnerable group, reporting the highest rates of being judged incapable of certain kinds of work, being denied opportunities given to others, having information withheld, being excluded from work-related events, facing unfair criticism, and dealing with the judgment of being a "diversity hire."

> "The incident I experienced had assumed my disability was the reason I was hired, just so the company got a tax break. It was dealt with, fortunately, and I hope we continue to stamp out remarks like those."
>
> – ANONYMOUS SURVEY RESPONDENT

During the past 12 months, how often have you been in a situation where someone from work or related to work…	WITH A DISABILITY	WITHOUT A DISABILITY
Stated or implied that you are not capable of certain kinds of work?	17%	7%
Denied you opportunities given to others in similar circumstances?	25%	14%
Withheld information or excluded you from work-related events?	21%	12%
Unfairly criticized your job performance?	12%	7%
Implied that you were only in your position because of the need to diversify and not your talent?	8%	4%
Engaged in other behaviors similar to those described above?	15%	7%

% = Participants who responded with Very often + Often

Sexual Harassment

Workers with a disability face higher rates of sexually harassing behaviors than the population as a whole.

During the past 12 months…	WITH A DISABILITY	WITHOUT A DISABILITY
How often have you experienced gender harassment?	70%	63%
How often have you experienced unwanted sexual attention?	41%	29%
How often have you experienced sexual coercion?	24%	13%
How often have you been sexually assaulted?	4%	2%

% = Participants who responded with Very often + Often

"I have worked in the entertainment industry for 20 years. I was cut out of my first-ever SAG film because I wouldn't go home with the director after the wrap party.

I have had producers tell me that they would not hire me because I didn't "play the game" (i.e. sexual favors). The emotional impact on my life and self-esteem has been difficult to overcome."

– ANONYMOUS SURVEY RESPONDENT WITH A DISABILITY

Spotlight Report

Workers on Independent Productions

Workers on independent productions continue to lack the resources and protections afforded to workers on larger studio productions.

Many independent productions lack the resources to provide their workers with the same basic protections afforded by the major studios, agencies, and guilds. As a result, workers on independent productions report they are less likely to be aware of behavioral standards, how to report, what happens if they report, and what retaliation is.

Without workplace protections against racial and gender bias, workers on independent productions face greater challenges than workers on studio productions.

21% of independent production workers report being denied opportunities given to others in similar circumstances.

15% of large studio production workers report being denied opportunities given to others in similar circumstances.

= Large Studio Productions

= Independent Productions
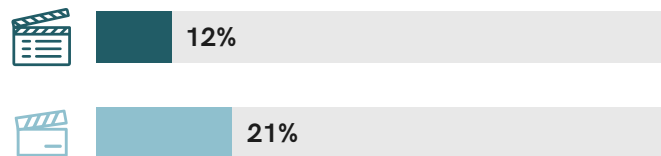
Sexually Harassing Behaviors

Workers on independent productions face roughly double the rates of sexual coercion and sexual assault over those working on studio productions.

= Large Studio Productions

= Independent Productions

Question:

During the past 12 months…

HAVE YOU EXPERIENCED SEXUAL COERCION?

12%

21%

HAVE YOU BEEN SEXUALLY ASSAULTED?

2%

5%

Awareness

Underreporting of unwanted experiences is an especially pernicious problem on independent productions.

When an incident occurs, workers on independent productions are 10 percentage points less likely to report an event compared to those working for large budget productions.

When they choose not to report, nearly half of workers say they choose to remain silent because they believe nothing will be done.

PARTICIPANTS THAT RESPONDED WITH "I DID NOT THINK ANYTHING WOULD BE DONE"

50% VS 40%
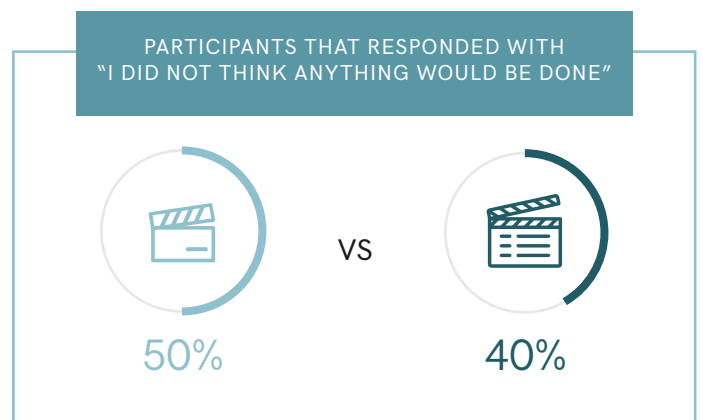
Reporting

Workers on independent productions are also significantly less likely than those working on large productions to be aware of unacceptable behaviors or how to report:

= Large Studio Productions

= Independent Productions

THROUGH MY WORKPLACE I WAS MADE AWARE OF...	📋 VS 🎬	
Unacceptable behaviors in the workplace	85%	68%
How to share concerns	78%	55%
Diversity and inclusion initiatives	77%	64%
The process that takes place if I share concerns	68%	45%
What retaliation is and what can be done if I observe or experience retaliation	74%	47%

*% = Participants who responded with "Yes"*

Reporting

Among those who use a hotline for assistance, workers on independent productions are significantly less likely to use a production company hotline or helpline (29% vs. 62% of large-budget studio production workers). Instead, they rely on third-party advocacy organizations for advice and information (80% vs. 10%).

Question:

Please specify who operated the helpline(s)/hotline(s) you shared your unwanted experience with? *Check all that apply.*

= *Large Studio Productions*

= *Independent Productions*

Chart values:
	UNION/GUILD	PROD. COMPANY	ADVOCACY ORG.
Large Studio Productions	33%	62%	10%
Independent Productions	20%	20%	80%
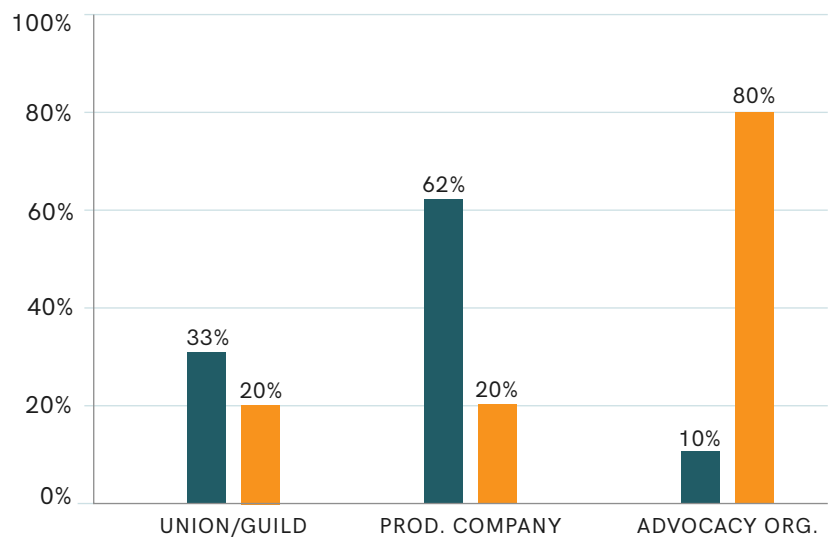
The major studios have made great strides in preventing harassment and improving safety in general.

Independents, however, still have no oversight and no mechanism to provide oversight. I am privileged to be in a position where I am always employed by the major studios, but it took years to get there. The independent space is rife with abuse and even crime."

– ANONYMOUS SURVEY RESPONDENT

"…some of my most toxic work experiences have been at the hands of the unchecked egos of directors/producers/supervisors—many of them types who will not take 'no' for an answer, micromanage, manipulate and will attack, ridicule, and verbally punish you when you advocate for yourself and your department. I have experienced this at all levels of production but have had particularly problematic experiences with non-union indie productions—productions that you 'have' to take as an emerging designer in order to get into the union in the first place."

– Anonymous Survey Respondent

The Path Forward

What the industry needs now are programs that create a culture shift against bullying, discrimination, bias, and abuse—with real accountability for people in powerful positions.

The survey data show promise. Workers are now more aware of education and resources available to them. More and more, workers understand what the behavioral standards are and how to report them.

At the same time, the data point to limited progress in attitudes and behavior toward sexual misconduct, bullying, bias and discrimination, retaliation, and accountability; the industry's values remain far too tolerant of unacceptable behavior. As a result, even as workers' awareness of resources has increased, their trust in them has not.

Among the most troubling data in the survey are the findings that workers continue to be reluctant to report misconduct because they believe nothing will be done. Perceptions of accountability have worsened in the last three years—and without accountability, there will be a permissive culture and climate for harassment. For systems to work, workers must believe that their voices will be heard and their reports are meaningful—that something will be done.

While these results may seem discouraging, the Hollywood Commission takes an optimistic outlook. Research shows that systemic change occurs in three stages:

1. Increased knowledge and awareness

2. Shifting attitudes and values

3. Changes in behavior
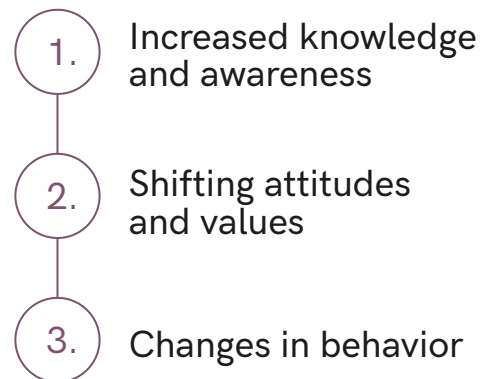
Therefore, the data showing increased knowledge and awareness of the issues and the available resources is a real and meaningful step forward and a crucial part of true systemic change.

In the next pages, we recommend several concrete steps that the industry can take today toward building trust in its systems—and showing that our commitment to fairer, safer, more equitable workplaces is real.

[1] EEOC TF

[2] EEOC TF

[3] (Singhal 75-95) (Bandura 12-15)

Action Items

To address the trust gap that bars so many workers from reporting misconduct (and believing something will be done), we recommend action in three areas:

1. Strengthen accountability

2. Focus on prevention

3. Lead with consistency & integrity

When the entertainment industry has a robust system of accountability that enables all workers to act with integrity and empathy, we will have a system that is an exemplar for other industries to follow.

#1

Strengthen Accountability

The industry needs to build trust in our reporting systems to show all workers that – yes – something will be done.

Research indicates that codes of conduct, training, and audits alone don't suffice in getting people to speak up when they witness or experience improper behavior.[4]

While many companies have built robust reporting and investigation systems, workers still do not completely trust that a powerful harasser will be held accountable. Companies must ask themselves why – and what they can do about it.

Re-evaluate current reporting tools.

Make reporting easy. Include multiple channels for reporting that are cyber-secure, external, anonymous, and accessible.

Offer external resources. Provide reporting options to workers that include external resources through unions/guilds or other support organizations.

Group disclosure. Research indicates that most people prefer reporting misconduct with allies, as opposed to going it alone.[5]

Continually review and adjust reporting structures, based on user feedback. Companies need to know what they are doing well, and what could be changed for the future.

Educate workers on investigation and anti-retaliation practices.

Develop multi-step procedural guidance outlining investigation processes. Provide further education to build awareness to explain what happens after someone reports, including illuminating the differences between anonymity, confidentiality, and privacy.

Incorporate positive messages.

To encourage people to speak up, it is essential to adopt positive messages that appeal to their self-interest, empathy, and sense of inclusion. One effective way to do this is to position silence as a shared community problem that everyone should work to solve. By framing the decision to report misconduct as an act of supporting others, we can encourage people to speak up in situations where colleagues are experiencing bullying, harassment, or discrimination. This creates a culture of support and helps victims feel heard and valued.[6]

When a report is made, keep workers informed, follow up promptly, and treat the worker with respect.

These seem obvious, but the data suggest that many reporting systems are not meeting these basic expectations. Including the parties in the investigatory process can help the worker know that their reports are taken seriously, their voices are being heard, and irrespective of outcome, something is being done..

Focus on sharing information.

Entertainment industry productions largely operate in silos when it comes to addressing the most severe reports of workplace misconduct, potentially allowing bad actors to hop from one production to another, and allowing individuals to avoid accountability for their conduct. The industry should invest in an industry-sharing safety program to relay information about workers who have engaged in conduct posing serious safety risks.

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[4] (Walsh, Nuala - HBR - "How to Encourage Employees to Speak Up When they See Wrongdoing" (Feb. 04, 2021).

[5] (Walsh, Nuala - HBR - "How to Encourage Employees to Speak Up When they See Wrongdoing" (Feb. 04, 2021).

[6] (Walsh, Nuala - HBR - "How to Encourage Employees to Speak Up When they See Wrongdoing" (Feb. 04, 2021).

#2

Training:
Focus on Prevention

A culture of integrity is defined by each of us looking out for each other – and treating each other with dignity and respect.

We can help workers internalize these values with training in Bystander Intervention and Unconscious Bias.

Empower bystanders to help

While traditional harassment-prevention training is limited in its effectiveness, bystander intervention has the potential to create positive workplace norms that lead to deep cultural change.[7]
It focuses on cultural and behavioral change, creating a supportive and respectful work environment. The training equips individuals with the knowledge, skills, and confidence to intervene in potentially harmful situations. It aligns with evolving understandings of harassment prevention and empowers all members of a production to take responsibility for creating a safe and respectful workplace.[8]

Prevent discriminatory behavior at its roots.

Implicit bias training addresses the biases that may lead to discrimination and harassment. It aims to change attitudes and behaviors before they manifest in problematic actions.

Specific training is needed on the following topics:

- **Gender and sexual harassment prevention in the workplace.** Teach workers what constitutes harassment based on gender—the most reported form of harassment by all genders—and clarify appropriate workplace behaviors.

- **Disability inclusion.** Assess the workplace for inclusion of workers living with visible and invisible disabilities.

- **LGBTQ+ inclusion**. Provide education that centers the experiences of this community in the workplace.

- **Unconscious Bias training.** Teach workers concrete ways to manage bias and include education about the history and impacts of colorism. Check in regularly to encourage continued learning.

[7] (Fortune/Hill/Dunn, April 28, 2022)

[8] (Forbes - Hill/Dunn; EEOC TF)

#3

Leading with Consistency & Integrity

For the industry to see lasting and sustained change, it will need two kinds of approaches working in concert. To address misconduct, bullying, and abuse, it will need a strong and responsive system of accountability, with laws and systems that all workers know they are responsible to uphold. But true change will come as the industry builds a culture of integrity, with workers adopting more empathy for each other and internalizing the values we all share – so that misconduct never occurs in the first place.

Define and communicate workplace values:

- Develop a pledge to an inclusive and respectful workplace during production and casual team settings. Share the pledge at the production kick-off meeting and on call sheets.

- Include reporting links or QR codes on all call sheets.

- Include a gender pronoun policy in codes of conduct.

- Explicitly state that sexist, racist, homophobic, transphobic, and ableist language/behavior will not be tolerated.

- Clearly define bullying behavior in codes of conduct. Be sure all workers on the production understand that bullying or abusive behavior is unacceptable.

Hollywood Commission Resources

Our Mission

Our mission is 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 workers from marginalized communities, and actively promote a culture of accountability, respect, and equality.

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 that can help eradicate harassment, discrimination, and power abuse, promote diversity and inclusion, and create lasting cultural change in Hollywood.

The Hollywood Commission has developed education and training sessions—including Bystander Intervention and Unconscious Bias Training—to equip employers and workers with the strategies to address harassment, discrimination, and bias in the entertainment industry. To date, The Commission has trained over 1,400 workers on inclusion, bystander intervention strategies, and skills to address unwelcome behavior. The Commission's workplace toolkits are available to all organizations and workers and are designed to provide best practice strategies for creating and sustaining an equitable and harassment-free work environment.

Hollywood Commission Resources

Bystander Intervention Training

Bystander Intervention Training asks participants to examine the dynamics and possible interventions in real-world entertainment scenarios. This training equips individuals with the skills and context to address inappropriate behavior in the workplace.

Unconscious Bias Training

Unconscious Bias Training guides trainees through the lens of DE&I, promoting harassment prevention and bystander intervention practices to increase inclusion. This highly interactive training is conducted in-person or virtually and is adaptable to meet compliance requirements for all US-based productions.

Respect on Set™

Currently, only 50% of workers on independent productions know how to report misconduct, driving lower reporting rates. Respect on Set™ will address this gap, providing low-budget productions with turnkey solutions to protect workers that focus on resources and enforceability. This will be transformative for independent and single-project producers who lack access to the training, reporting mechanisms, and policies of larger, studio-based productions.

REFERENCES

Bandura, Albert. "Applying Theory for Human Betterment." *Perspectives on Psychological Science*, vol. 14, no. 1, 2019, pp. 12 - 15.

Singhal, Arvind, editor. *Entertainment-education and Social Change: History, Research, and Practice*. Lawrence Erlbaum Associates, 2004. Accessed 24 October 2023.

Methodology

The national climate survey was conducted online via an anonymous link over four months (October 2023 - February 2023) and included 5,259 valid survey respondents over 18 within the entertainment industry.

The Hollywood Commission conducted the 110-question survey 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. ECI researchers also reviewed qualitative data to ensure no identifying information was provided to the Hollywood Commission.
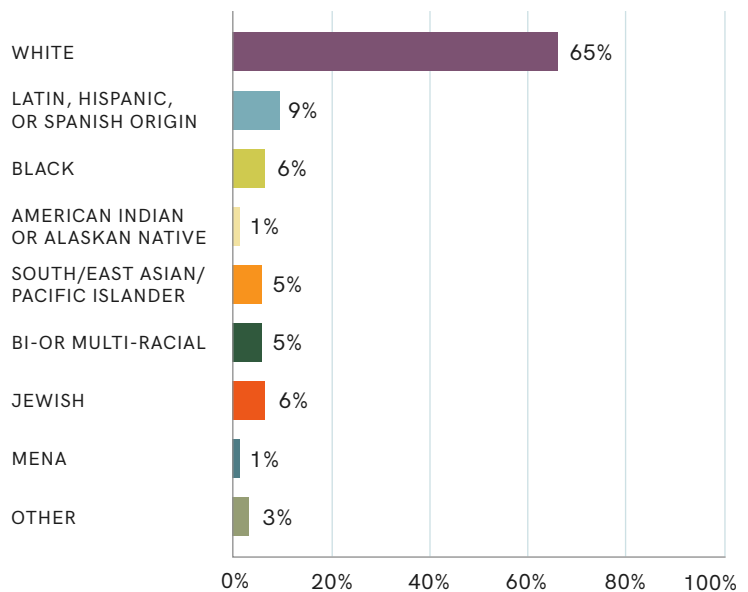
To reach as many workers in the entertainment industry as possible, the survey was publicized primarily through media outlets and social media campaigns on LinkedIn, Facebook, Twitter, and Instagram, partner organizations, and direct outreach to independent production companies, visual effects companies, and entertainment industry associations and nonprofits.

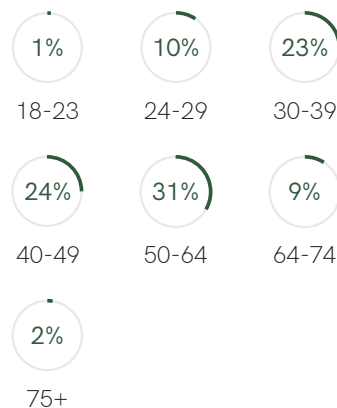RESULTS MAY NOT ADD UP TO 100% DUE TO THE ROUNDING WITHIN INDIVIDUAL DEMOGRAPHIC GROUPS.

THE SAMPLE

5,259

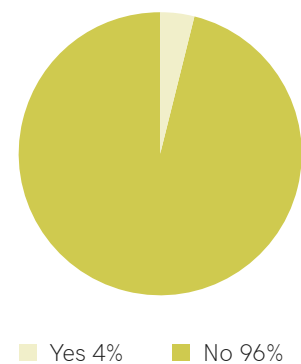valid respondents over 18 within the entertainment industry.
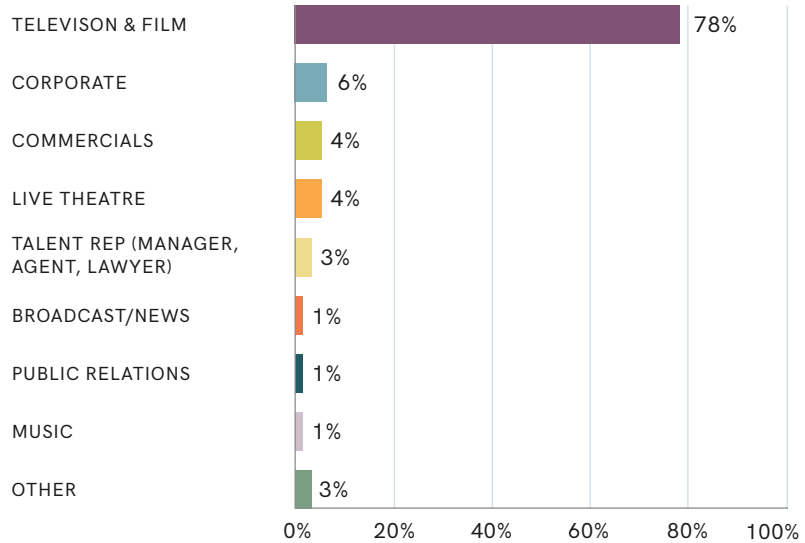
Race and Ethnicity

WHITE	65%
LATIN, HISPANIC, OR SPANISH ORIGIN	9%
BLACK	6%
AMERICAN INDIAN OR ALASKAN NATIVE	1%
SOUTH/EAST ASIAN/ PACIFIC ISLANDER	5%
BI-OR MULTI-RACIAL	5%
JEWISH	6%
MENA	1%
OTHER	3%

Age

|		
1%	10%	23%
18-23	24-29	30-39
24%	31%	9%
40-49	50-64	64-74
2%		
75+		

Individuals living with a disability

Yes 4%   No 96%

Methodology

RESULTS MAY NOT
ADD UP TO 100% DUE
TO THE ROUNDING
WITHIN INDIVIDUAL
DEMOGRAPHIC GROUPS.

Primary Area of Work

Area	%
TELEVISON & FILM	78%
CORPORATE	6%
COMMERCIALS	4%
LIVE THEATRE	4%
TALENT REP (MANAGER, AGENT, LAWYER)	3%
BROADCAST/NEWS	1%
PUBLIC RELATIONS	1%
MUSIC	1%
OTHER	3%

Gender Identity

- Men 40%
- Women 45%
- Non-binary/third gender ≤ 1%
- Prefer to self-describe ≤ 1%
- Transgender Women ≤ 1%
- Transgender Men ≤ 1%
- Transgender Nonbinary ≤ 1%
- Gender Fluid ≤ 1%
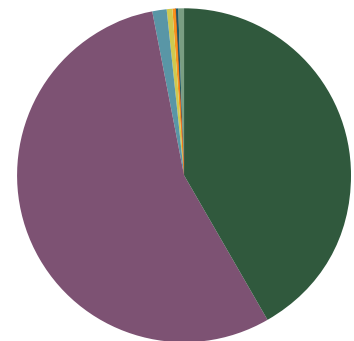
LGBTQ+ identified:

- Yes 16%
- No 84%

Transgender identified:

- Yes 1%
- No 99%

The Hollywood Commission designs and implements data- and worker-driven resources, tools, and practices to dismantle systemic harassment, discrimination, and abuse for 100,000+ entertainment industry workers, particularly those from historically underrepresented communities.

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HOLLYWOOD
COMMISSION