



WIF SURVEY | ABUSE & HARASSMENT IN HOLLYWOOD CULTURE

On the fifth Anniversary of *The New York Times*' exposé on Harvey Weinstein, WIF is releasing the results of a survey about the culture change in Hollywood that has taken place since the #MeToo movement came to prominence within our industry.

A total of 174 respondents throughout the entertainment industry took the survey, which launched on September 21, 2022, and closed on October 3, 2022.

Respondents are current or former screen industry employees. 93.6% of respondents identified as women, 3.5% as men, and 2.8% identified as nonbinary or another gender. 1.2% of respondents identified themselves as trans. 29% of respondents identified as people of color.

Results show that even though 83.3% of respondents believe that the culture around abuse/harassment/misconduct in Hollywood has improved since the #MeToo movement came to prominence in our industry in 2017, there is much work still to be done, as 79.9% of respondents say they or someone they know have experienced abuse or misconduct while working in the industry in the last five years.

Among the survey's other key findings:

- The majority of respondents (70.7%) say the culture around abuse/harassment/misconduct in Hollywood has "improved somewhat"
 - 13.2% think it has "improved significantly"
 - 12.6% think "there has been little to no change"
 - 2.9% think "it has worsened somewhat"
 - 0.6% of respondents think "it has worsened significantly"
- 69% of respondents report personally experiencing abuse or misconduct in the last five years, while 30.9% say it's happened to someone they know.
- For people of color, 55% say they have personally experienced abuse or misconduct in the last five years.
- 53.3% of respondents who have left the industry say they've done so due to abuse or misconduct.

Quotations from the anonymous respondents:

1. "Still small aggressions here and there. Men will say, 'Don't report me, but... ' and then go on to say something inappropriate. It's like they all know but choose to play with the boundaries."
2. "Our director grabbed our female PR professional's ass on the red carpet and would not let go. Things haven't changed so much. We are still not respected."
3. "Even our unions warn us (when we call to report misconduct) that if we do report, it might damage our careers."
4. "Microaggressions and racist/inappropriate behavior by department heads and employers."
5. "Flirting, using suggestive language while sober—and even more so while intoxicated... Interns complain to 'proper' channels but the behavior continues... Referring to women on staff as chicks, sweetheart, kiddo, and other improper names."
6. "I have had co-workers slap my butt numerous times—but only once in the last 5 years! ...And, had to endure endless verbal harassment and sexual innuendo (still happening, albeit less often)."
7. "An agent pulled his genitals out of his underwear in front of me."
8. "While in a production meeting, an executive producer made a sexually inappropriate comment directly to me and no one in the room stood up for me. As an assistant, I felt I couldn't say anything without being fired."
9. "I honestly still have to regularly use my experience to explain to men why certain actions are inappropriate and how women are still not treated equally. I have to use my trauma because the men in my office aren't given good tools to learn."
10. "I think that more women being given opportunities as producers and writers, decision makers, has helped a lot. More can be done. The more parity we have with opportunities and pay, especially in decision-making positions, the better things can be. However, that's only because the women's voices are louder, not because the problem has disappeared. All you have to do is step into a male-heavy writers' group and you'll see NOTHING has changed. And globally, harassment against women has increased, especially online. Maintaining the loud voices around appropriate behavior, parity, equality, inclusiveness, and women being in charge whenever and wherever is the only positive way forward. Any governance or legislative or company policy also plays a big part."
11. "What I feel most betrayed by is the number of women who blame women who experience abuse. ...A lot of people truly feel this way."
12. "Experiencing harassment and abuse in Hollywood can feel extremely isolating. The #MeToo movement provides a reference for this pervasive, toxic culture, and if anything, shows how much work there is left to do."
13. "Significant change in atmosphere since the #MeToo movement began, but until the decision makers represent the community as well, the prevailing attitude will still linger. Diversify media execs and green lighters to continue to support inclusive and less predatory and prejudiced hiring and environments."
14. "Was called an ethnic slur and only asked about my expertise because of my underrepresented background."

15. “Back then it was thought that if you wanted a work-life balance, don't choose entertainment. Now this is all changing! I prioritize my health and wellbeing now and am happy to see this being normalized. The Weinstein scandal and subsequent fall and collapse of the company definitely ushered in a sea change in Hollywood.”
16. “#MeToo definitely caused the old guard in Hollywood to sit up and take notice. Not sure how profound the changes will be until enough enlightened people are in positions of real power to make a sweeping difference.”
17. “I feel it's much more likely to be taken seriously when complaining about workplace harassment.”
18. “I think it's important to stress that things have not really changed, no matter how much people would like to think they have. My experience has been that things are exactly the same, but males and females alike will ‘talk the talk’ and praise what a difference #MeToo has made. It's all just talk, in my opinion.”
19. “A few years ago, during one of the Network harassment training sessions, I recall one of our non-writing EPs saying, ‘It's like they want to get sued,’ because the network was telling us what our rights were and how to report transgressions. So, although I think incidents may have been curtailed by the #MeToo movement, I don't think the mindset of cis het able-bodied men has really changed that much.”

WIF HELP LINE

The [WIF Help Line](#) was created in December 2017 in response to the lack of resources for people who experience harassment or abuse on set or in other entertainment workplaces. In 2022, it expanded to offer support and resources to those who have experienced discrimination, harassment, or abuse while working in the entertainment industry—whether of a sexual nature, or on the basis of legally protected categories including race, disability, age, gender, and sexual identity.

Most recently, from September 2021 to September 2022, WIF collected data from callers seeking support and resources:

- 10% of callers reported experiencing an assault
- 20% have called due to experiencing a hostile work environment
- 15% of callers reported experiencing online harassment
- 42% called seeking emotional and/or mental health support
- 15% called specifically for legal support
- 80% of the callers identified as women
- 20% identified as men, or another gender
- 50% of callers identify as Caucasian
- 50% identify as people of color

The [WIF Help Line](#) can be reached at **855-WIF-LINE (855-943-5463)**; the Help Line is available **Mon–Fri, 9am–4:30pm. *Recursos disponibles en español.***