



WIF 2023 SURVEY RESULTS | ABUSE & HARASSMENT IN HOLLYWOOD CULTURE

MAJORITY OF RESPONDENTS SAY HOLLYWOOD CULTURE HAS IMPROVED IN LAST YEAR, EXPERIENCES OF ABUSE/MISCONDUCT REDUCED BY 33.7% COMPARED TO PREVIOUS SURVEY

On the sixth anniversary of *The New York Times*' exposé on Harvey Weinstein igniting the #MeToo movement within our industry, WIF (formerly known as Women In Film), the nonprofit organization working to dismantle gender bias in the screen industries, is releasing the results of a survey about the culture change in Hollywood that has taken place in the last year. For the past 50 years, WIF has fought to dismantle gender bias, discrimination and harassment in Hollywood, and our fight won't cease until we see true gender equity in our industry that allows people of all genders to feel safe and supported in their workplaces.

A total of 266 respondents throughout the entertainment industry participated in the survey, which launched on September 11, 2023, and closed on September 22, 2023.

Respondents are current or former screen industry employees. 95.4% of respondents identify as women, 1.9% as men, and 2.7% identify as nonbinary or another gender. 1.1% of respondents identify as trans. 29% of respondents identify as people of color, 30% identify as part of the LGBTQ+ community, and 40.5% say they have been affected by the current work stoppages.

Results show that **59% of respondents believe that the culture around abuse/harassment/misconduct in Hollywood has improved in the year since we conducted [our last survey](#)** in September 2022. **46.2% of respondents say they or someone they know experienced abuse or misconduct** while working in the screen industries in the last year, a **33.7% reduction** since WIF conducted this survey in 2022. For people who have been affected by the current work stoppages, **that number drops to 40.4%**.

While the numbers have improved, results and anonymous anecdotes show that abuse and misconduct continues to be prevalent in our industry.

Among the survey's other key findings:

- The majority of respondents (59%) say the culture around abuse/harassment/misconduct in Hollywood has improved in the year since we last surveyed our community in September of 2022.
 - 5.6% think it has "improved significantly"
 - 53.4% think it has "improved somewhat"
 - 37.6% think "there has been little to no change"
 - 2.3% think "it has worsened somewhat"
 - 1.1% of respondents think "it has worsened significantly"
- 28.5% of respondents report personally experiencing abuse or misconduct in the last year, while 29.3% say it's happened to someone they know.
- For people of color, 40.3% say they have personally experienced abuse or misconduct in the last year.
- For people who identify as LGBTQ+ 36.5% say they have personally experienced abuse or misconduct in the last year.
- For people affected by the work stoppage, 11% say they have personally experienced abuse or misconduct in the last year.
- For people who identify as former entertainment industry workers, 48.3% say they've left the industry due to abuse or misconduct.

Quotations from the anonymous respondents:

1. "I worked for a company that mainly employed men. My looks, outfits and weight were always a topic of discussion."
2. "At a networking event a man got my number, because he said he wanted to help me career wise. He then proceeded to ask me out for months though I told him I was not interested and was just at that event because it was a networking event. This happens at almost every 'networking' event. I hate networking."
3. "When I or any other woman would speak it was as if they heard nothing. And any suggestion given by a male, no matter how junior his position on set, was acknowledged."
4. "I have experienced everything from discrimination to harassment in nearly every job I have held in the industry as well as witnessed it happen to multiple female friends of mine. I was fired from the first job I ever held after asking why my male counterpart was making more money than I was, was sexually assaulted on the first set I ever worked on, and was sent illicit photos from talent on a show I was working on. I strongly feel that #MeToo has done nothing except teach men how to hide their behavior better."
5. "Producer told a woman I worked with that she was 'not allowed' to cry on the set. The woman was being harassed by a male set worker."

6. "One of the experiences: a male co-worker made a tasteless remark within earshot about a non-binary colleague's weight. When I looked his way to let him know I heard him, he dug in his heels."
7. "He treated me like a child and was petulant in his communication. I was always on eggshells with him and it made me incredibly uncomfortable. I was the only one he acted like this to and I was the only female."
8. "Male EPs on a new TV show tried to take episode writing credits from the women for themselves. When the women didn't agree to give up writing credit for something less (like story by) on the episodes because they wrote the episodes themselves, they were fired."
9. "Crew and Production staff treating women and non-cis male coworkers with less respect. Inappropriate comments to women, comments about having to be overly cautious or performative overcautiousness around women on-set."
10. "A head of department slipped a note to a background actor asking to see 'more of her.'"

ABOUT THE 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. In July of 2023, WIF began offering resources and support for strike-affected workers through the Help Line.

Most recently, from September 2022 to September 2023, WIF collected data from callers seeking support and resources:

- 20% of callers reported experiencing an assault
- 39% have called due to experiencing a hostile work environment
- 58% of callers reported experiencing online harassment
- 91% called seeking emotional and/or mental health support
- 30% called specifically for legal support
- 93% of the callers identified as women
- 7% identified as men, or another gender
- 58% of callers identify as Caucasian
- 42% 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.*

ABOUT WIF

Founded in 1973 as Women In Film, Los Angeles, WIF is celebrating 50 years of working for gender equity. WIF's advocacy, career programs, and research efforts are a driving force for increasing gender representation in Hollywood. WIF works to dismantle gender bias in the screen industries by building the pipeline, sustaining careers, and advocating for change. Membership is open to all screen industry professionals, and more information can be found on our website: wif.org. Follow WIF on [Twitter](#), [Instagram](#), [Facebook](#), [TikTok](#), and [YouTube](#).