

We write on behalf of over 300 women who work in film, television and theater. A little more than two months ago, courageous individuals revealed the dark truth of ongoing sexual harassment and assault by powerful people in the entertainment industry. At one of our most difficult and vulnerable moments, Alianza Nacional de Campesinas (the National Farmworker Women's Alliance) sent us a powerful and compassionate message of solidarity for which we are deeply grateful.

To the members of Alianza and farmworker women across the country, we see you, we thank you, and we acknowledge the heavy weight of our common experience of being preyed upon, harassed, and exploited by those who abuse their power and threaten our physical and economic security. We have similarly suppressed the violence and demeaning harassment for fear that we will be attacked and ruined in the process of speaking out. We share your feelings of anger and shame. We harbor fear that no one will believe us, that we will look weak or that we will be dismissed; and we are terrified that we will be fired or never hired again in retaliation.

JANUARY 1, 2018

Dear Sisters,

We also recognize our privilege and the fact that we have access to enormous platforms to amplify our voices. Both of which have drawn and driven widespread attention to the existence of this problem in our industry that farmworker women and countless individuals employed in other industries have not been afforded.

To every woman employed in agriculture who has had to fend off unwanted sexual advances from her boss, every housekeeper who has tried to escape an assaultive guest, every janitor trapped nightly in a building with a predatory supervisor, every waitress grabbed by a customer and expected to take it with a smile, every garment and factory worker forced to trade sexual acts for more shifts, every domestic worker or home health aide forcibly touched by a client, every immigrant woman silenced by the threat of her undocumented status being reported in retaliation for speaking up and to women in every industry who are subjected to indignities and offensive behavior that they are expected to tolerate in order to make a living; We stand with you. We support you.

Now, unlike ever before, our access to the media and to important decision makers has the potential of leading to real accountability and consequences. We want all survivors of sexual harassment, everywhere, to be heard, to be believed, and to know that accountability is possible.

We also want all victims and survivors to be able to access justice and support for the wrongdoing they have endured. We particularly want to lift up the voices, power, and strength of women working in low-wage industries where the lack of financial stability makes them vulnerable to high rates of gender-based violence and exploitation.

Unfortunately, too many centers of power – from legislatures to boardrooms to executive suites and management to academia – lack gender parity and women do not have equal decision-making authority. This systemic gender-inequality and imbalance of power fosters an environment that is ripe for abuse and harassment against women. Therefore, we call for a significant increase of women in positions of leadership and power across industries. In addition, we seek equal representation, opportunities, benefits and pay for all women workers, not to mention greater representation of women of color, immigrant women, and lesbian, bisexual, and transgender women, whose experiences in the workforce are often significantly worse than their white, cisgender, straight peers. The struggle for women to break in, to rise up the ranks and to simply be heard and acknowledged in male-dominated workplaces must end; time's up on this impenetrable monopoly.

We are grateful to the many individuals – survivors and allies – who are speaking out and forcing the conversation about sexual harassment, sexual assault, and gender bias out of the shadows and into the spotlight. We fervently urge the media covering the

disclosures by people in Hollywood to spend equal time on the myriad experiences of individuals working in less glamorized and valorized trades.

Harassment too often persists because perpetrators and employers never face any consequences. This is often because survivors, particularly those working in low-wage industries, don't have the resources to fight back. As a first step towards helping women and men across the country seek justice, the signatories of this letter will be seeding a legal fund to help survivors of sexual assault and harassment across all industries challenge those responsible for the harm against them and give voice to their experiences.

We remain committed to holding our own workplaces accountable, pushing for swift and effective change to make the entertainment industry a safe and equitable place for everyone, and telling women's stories through our eyes and voices with the goal of shifting our society's perception and treatment of women.

In Solidarity



timesupnow • Following

timesupnow Time's up on silence. Time's up on waiting. Time's up on tolerating discrimination, harassment and abuse. #TIMESUP. Sign the solidarity letter & donate now to the #TIMESUP Legal Defense Fund. Link in bio.

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JANUARY 1

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