

December 21, 2017

Dear Sisters,

We write on behalf of [over 1,000] 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. 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.

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,

Abbi	Jacobson
Adrienne	Warren
Adrienne	Houghton
Aimee	Garcia
Aja Naomi	King
Alex	Martinez Kondracke
Alexandra	Meneses
Alexandra	Eitel
Alexandra	Trustman
Alfre	Woodard
Alia	Shawkat
Alicia	Vikander
Allison	Jaslow
Alysia	Reiner
Alyssa	Milano
Amandla	Stenberg
Amber	Tamblyn
Amelia	Clarke
Amelia	Roper
America	Ferrera
Amy	Hobby
Amy	Poehler
Amy	Sherman- Palladino
Amy	Schumer
Ana	Ortiz
Ana Brenda	Contreras
Andrea	Navedo
Andrea	Riseborough
Andrea	Sperling
Angela	Robinson
Angelique	Cabral
Anjelah	Johnson
Anjelica	Houston
Anna	Deveare Smith
Anna Rose	Holmer
Annabella	Sciorra
Anne	Hubble
Anne	Hathaway
Arianne	Phillips
Ashley	Judd
Ashley Nicole	Black
Aubrey	Plaza
Ava	DuVernay
Barbara	Muschietti
Bellamy	Young
Betsy	Beers
Blair	Kohan
Blake	Lively
Bozoma	Saint John

Brie	Larson
Callie	Khoury
Carmen	Cuba
Carol	Burnett
Caroline	Kaplan
Carrie	Preston
Cate	Blanchett
Caterina	Scorsone
Celeste	Den
Chandra	Wilson
Charlize	Theron
Chelsea	Handler
Chloe Grace	Moretz
Christy	Haubegger
Claire	Karpen
Constance	Wu
Corrie	Christopher-Martin
Courtney	Kivowitz
Courtney	Preiss
Cynthia	Erivo
Dakota	Johnson
Dana	Belcastro
Dana	Spector
Danai	Gurira
Darby	Stanchfield
Debbie	Allen
Debra	Messing
Dee	Reese
Donna	Langley
Dr. Stacy L.	Smith
Edie	Falco
Eisa	Davis
Elizabeth	Banks
Ellen	Chenoweth
Ellen	Lewis
Ellen	Pompeo
Ellen	Page
Ellen	Barkin
Emilia	Clarke
Emily	Blunt
Emma	Stone
Emma	Watson
Emmy	Rossum
Eryn	Brown
Eva	Longoria
Evan Rachel	Wood
Evangeline	Lily
Evelyn	O'Neill
Felicity	Huffman

Frankie	Shaw
Gabourey	Sidibe
Gabrielle	Union
Geena	Davis
Gina	Gionfriddo
Gina	Prince- Bythewood
Gina	Welch
Gina	Rodriguez
Gloria	Calderon Kellett
Gloria	Steinem
Goldie	Hawn
Greta	Gerwig
Gugu	Mbatha-Raw
Gwenyth	Paltrow
Halle	Berry
Halley	Pheiffer
Hannah	Minghella
Hylda	Queally
Ilana	Glazer
Isabella	Gomez
Izzy	Thomas
Jaina Lee	Ortiz
Jane	Fonda
Janelle	Monae
Janet	McTeer
Jayne	Lemons
Jeanne	McCarthy
Jenn	Lyon
Jennifer	Salke
Jennifer	Garner
Jennifer	Newsom
Jennifer	Lopez
Jennifer	Connelly
Jennifer	Lawrence
Jenny	Slate
Jessica	Capshaw
Jessica	Brown- Findlay
Jessica	Chastain
Jessica	Knoll
Jordan	Hamsberger
Joy	Gorman Wettels
Judith	Light
Julianne	Moore
Julie	Darmody
Juliet	Rylance
Jurnee	Smollett-Bell
Karen	Gillan
Karen	Pittman
Karla	Souza

Kate	Arrington
Kate	Beckinsale
Kate	Hudson
Kathleen	Kennedy
Kathy	Najimy
Katie	Jacobs
Katie	Lowes
Katie	McGrath
Keira	Knightley
Kellie	Overbey
Kelly	Marcel
Kelly	McCreary
Kerry	Washington
Kirsten	Schaffer
Krista	Smith
Kristen	Anderson-Lopez
Kristin	Burr
Laura	Prepon
Laura	Rosenthal
Laura	Harrier
Laura	Lewis
Lauren	Neustadter
Laverne	Cox
Leah	Fischman
Lena	Waithe
Leslie	Silva
Letitia	Wright
Lisa	Joy
Lisa	Vidal
Liv	Rooth
Liz	Garcia
Lora	Kennedy
Lorrie	Bartlett
Maggie	Gyllenhaal
Maha	Dakhil Jackson
Margot	Robbie
Maria	Eitel
Marin	Ireland
Marisa	Tomei
Marissa	Dishaw
Martha	Plimpton
Mary	Parent
Megan	Mulally
Megan	Colligan
Megan	Diamondstein
Melina	Matsoukas
Melissa	McCarthy
Melissa	Fumero
Meredith	O'Sullivan Wasson

Meryl	Streep
Mia	Barron
Michelle	Knudsen
Michelle	Pfeiffer
Michelle	Kydd Lee
Michelle	Weiner
Michelle	Williams
Mila	Kunis
Mindy	Kaling
Molly	Wringwald
Nadia	Quinn
Naomi	Watts
Natalie	Portman
Natalie	Tran
Nicole	Kidman
Nijja	Kuykendall
Nina	Bongiovi
Nina	Dobrev
Nina L.	Shaw
Nora	Lum
Octavia	Spencer
Olga	Segura
Olga	Merediz
Olivia	Wilde
Olivia	Munn
Pam	Wasserstein
Pamela	Abdy
Penelope	Cruz
Phillipa	Soo
Piper	Perabo
Pom	Klementieff
Rachel	Kropa
Racquel	Bracken
Rashida	Jones
Rebecca	Goldman
Reese	Witherspoon
Rena	Ronson
Rosanna	Arquette
Rosario	Dawson
Rowan	Blanchard
Roxane	Gay
Ruth	Negga
Sadie	Mackay
Salma	Hayek
Samantha	Barks
Sara	Fischer
Sarah	Finn
Sarah	Rothman
Sarah	Drew

Sarah Jessica	Parker
Sarayu	Blue
Scarlett	Johansson
Shani	Rosenzweig
Shari	Springer Berman
Sharon	Horgan
Shonda	Rhimes
Sienna	Miller
Sophia	Bush
Sophie	Okonedo
Stephanie	Beatriz
Susan	Sarandon
Susan	Sprung
Susannah	Grant
Talitha	Watkins
Tamara	Tunie
Tammy Jo	Dearen
Taraji P.	Henson
Tess	Rafferty
Tessa	Thompson
Thandi	Newton
Tina	Tchen
Tonya	Pinkins
Tracee	Ellis Ross
Tracey	Landon
Tracy	Brennan
Uma	Thurman
Uzo	Aduba
Vera	Farmiga
Veronica	Falcon
Viola	Davis
Wren	Arthur
Zainab	Jah
Zoe	Saldana
Zoe	Cassavettes
Zoe	Kravitz
Zoey	Deutch