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,
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 Pfeiffer
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
Nijia 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