



OVERCOMING SEXISM

Addressing and Altering the Condition of Our Society

“Visibility of sexism in Hollywood is suddenly exploding. So what’s the news? Hasn’t it always been this way?” (2017, Entertainment Industry Insider)

In our efforts to learn the “truth” about the exploitation and sexism that exist in Hollywood, we at the Institute for Gender Partnership have been deliberately gleaning perspective through conversations and personal interviews.

In ever increasing numbers, the world’s top female actors are raging about their childhood and adult sexual assaults and how they’re still influenced by them today. Men are fearing for their lives and running for the hills. What’s up with that?

Well, Hollywood has been called “a man’s world” for good reason. Men have been running the show, and based on the “show” that it is, men have been the most fit to “run” it.

Definition of sexism:

- 1: prejudice or discrimination based on sex; especially: discrimination against women
- 2: behavior, conditions, or attitudes that foster stereotypes of social roles based on sex

The Hollywood studio entertainment business seems to have become a “show of force” with a “survival of the fittest” mindset based on overcoming the competition. Men occupy the clear majority of executive positions in the industry. Inherently, men have proven to focus more on beating their competitors, oftentimes with little regard for courteous, respectful, professional behavior. In contrast, a women’s leadership mindset has been proven to be more collaborative and divergent,

focusing on the possibilities versus simply overcoming the opposition. With the significant imbalance of gender equality in the industry, there is an inherent hierarchy of power with men at the top. This man’s world has condoned - even normalized - the exploitation and abuse of women in the workplace over the past several decades, especially by the most powerful decision makers.

Fast forward to what’s happening in the mainstream media now: extreme exposure, accountability and consequences...

“Harvey Weinstein’s Fall Opens the Floodgates in Hollywood” - The New York Times

“Three of Trump’s sexual harassment accusers call on Congress to investigate the President” - The Daily News

“The Latest: Lawmaker accused of sexual assault told: Resign” - SCNow

“Jessica Chastain feared speaking out against Harvey Weinstein would ruin her career” - The Daily News





The EEOC defines sexual harassment as follows:

- Unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature constitute sexual harassment when:
- Submission to such conduct is made explicitly or implicitly a term or condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis for an employment decision affecting individuals;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

INEQUALITY STATISTICS: SEXISM AFFECTS ALL OF US

Sexism is prejudice or discrimination based on a person's sex; especially: discrimination against women. Sexist attitudes may stem from traditional stereotypes of gender roles and may include the belief that one sex is intrinsically superior to a person of the other. Sexism includes the behavior, conditions, or attitudes that foster stereotypes of social roles based on sex.

Consider these facts:

- Women working 41 to 44 hours per week earn 84.6% of what men working similar hours earn; women working more than 60 hours per week earn only 78.3% of what men in the same time category earn (Bureau of Labor Statistics, cited in Hilary M. Lips, "The Gender Wage Gap: Debunking the Rationalizations").
- Among school principals, women have an average of 3 years longer as teachers than men do (National Center for Education Statistics, cited in the same). Women may work longer to receive the promotions that provide access to higher pay.
- The largest percentage of employed Asian and white women (47% and 39%, respectively) worked in management, professional, and related occupations. For both black and Hispanic women, it was sales and office occupations--33% (Department of Labor, Women's Bureau, Quick Stats 2007).

Women typically face challenges breaking into male-dominated fields. However, they still dominate traditionally female professions.

Over the past several decades, research has been conducted, generating statistics on industry growth for women's occupations. Since 1997, the top three occupations of growth for women have been as secretaries / administrative assistants, child care workers, and hairdressers / cosmetologists. With the slowest growth vocations have been in supervisory roles, customer service representatives, and accounting professions. (Department of Labor, cited in Lahle Wolfe, "Job Fields Business Women Dominate").

These statistics for women can be frustrating, but this doesn't begin to touch the cultural disempowerment of women. Estimates of non-fatal domestic violence against women range from 1 million to 4 million a year, with nearly 1 in 3 women experiencing a physical assault from a partner in adulthood. In essence, women have a 10 times greater likelihood of being victimized by an intimate partner than men (Domestic Violence Statistics, District of Columbia Coalition Against Domestic Violence at www.dccadv.org).

The question to ask, now that you're awestruck by these statistics is: How might I be participating in this system or acting as an "accomplice" in any way? Harvey Weinstein was surrounded by accomplices, many times other women, as well as dignified men who turned the other cheek. Some people justify, "how could they do any differently with their career hanging in the balance?" Others ask, "how could a woman put herself in that situation?" when the typical practice of Harvey Weinstein was to conduct "meetings" in hotel rooms. Again, "how could they not with their career hanging in the balance?" These are complicated questions and are rooted in a complex cultural condition in which we all live and work.

HOW DO WE CONFRONT AND OVERCOME SEXISM?

Since sexism affects us all, it's important that we ALL are part of the solution. The first step is educating and defining what is and what is not acceptable. We recommend the following teachable principles to overcome sexism and sexual harassment and bring them out of the shadows.

- **Non-Tolerance:** If you tolerate it, you're condoning it. It's time to turn on the lights and expose those who are allowing sexism to happen. This will take courage across our leadership ranks as well as all of us individually in the communities in which we are a part.
- **Confrontation:** We're well past "just say no." It's now all about SHOUTING "NO," lest we let this initiative atrophy back to its status quo, which some people actually want to maintain.

- Accountability: We get to hold others, and ourselves, to account. If you experience it or do it, step up, and skyline it. Again, this will take courage.
- Consequence: In order for compliance to be enforced, there must be consequences. In our law-abiding society, it's time to pass some legislation that spells out what's not tolerable, and pass it. Perhaps the fear of being locked up will quell this unrest.

The military has this down to a science, specifically the United States Marine Corps. Extensive "ALMAR" orders spell out – to the letter – exactly how and when Marines will be trained on a regular basis. This includes online and mandatory classroom sessions, driving home the Corps' policies and specifics of sexual harassment.

While this is a good example of being explicit in terms of what's tolerated and acceptable, sexism still exists in the military and continues across all strata of business and society.

Sexual harassment is a violation of Title VII of the Civil Rights Act of 1964

THE SOLUTION: GENDER PARTNERSHIP

Coming to terms with human nature and how we are compelled, it is important to define what “consent” means between two people in knowing what is appropriate, and educate about the unconscious biases that we don’t know we have.

It’s now time for us to imagine and create a world of collaboration and respect across sexual lines - true partnership between the genders. It’s imperative that we learn how to come together in better partnership. “Evolved” business is all about men and women working together, harmoniously complementing each other’s capabilities, therefore raising the bar of performance and profitability of business.

The Institute for Gender Partnership offers a solution to anchor a new paradigm around how men and women can work together. At IGP, we’re not about the typical “gender bias” work (which most often doesn’t work) Instead, we offer customized programs that facilitate awareness around unconscious bias, effective application of authentic strengths, the fastest path to generate the results you are seeking)[x] and fostering true leadership development by directly addressing the realities existing with gender dynamics of each organizational culture.

According to The Huffington Post, the problem is that most Unconscious Bias training is ineffective because it doesn’t go deep enough, and it doesn’t address effectively the two largest groups of employees in most companies, namely men and middle managers (August 10, 2017). “For unconscious bias training to be successful it must take a deep dive into cultural differences. An online course or even a program facilitated by the instructor without proper knowledge and expertise will not work. The reason unconscious bias training doesn’t work is that it doesn’t go deep enough. Companies today must offer unconscious bias sessions with deep dives into gender, race, age, and specifically white male culture.”

Gender Partnership is a global imperative for winning in the 21st Century. It’s a single strategy that ensures success in multiple areas of your business. When men and women work together, they are statistically better at solving problems, innovating, making money, empowering each other, and enjoying their jobs. (citation)

The Institute for Gender Partnership exists to confront and overcome sexism. It’s time to build some pressure, then relieve the pressure through substantive conversations about how to advance this “status quo” into more advanced, progressive, business.



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