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Senior Project; Women in the Arts & Entertainment Industry

Introduction

Over the years, within the entertainment industry, there are few women that find success compared to men. Once this issue became much more prominent in the 21st century, it became evident and more so a duty to for women to be strong and show those throughout the world that they can do anything and everything their heart desires; just as equally as men. Does being a woman in the entertainment and arts industry challenge one's abilities? Are gender issues in today's society affecting the way women are progressing? Does misogyny in the entertainment industry, with a focus in music, hinder women from reaching their utmost potential? The entertainment industry is known for being cutthroat. From understanding what classifies the category of art, to the President of the Recording Academy's views on women, Billie Holiday's experience in the music industry, to women in film's experience, through personal experience and credible articles and statistics, one is able to find validity in the misogynistic culture of the entertainment world. It is fascinating to explore the assumptions, accusations and even first hand experience that may or may not contribute to these questions and how women and people in general, can help one another.

Classifications & History

Arts Management has always been an extremely vague major to some, in the sense that although it is broad and its methods can be applied in many different areas, this major is also specific due to its skills solely pertaining to the arts. In order to understand the business of arts management and how women are viewed in this industry, it is crucial to have an understanding of what art is. Although the arts is defined as “the expression or application of human creative skill and imagination, typically in a visual form such as painting or sculpture, producing works to be appreciated primarily for their beauty or emotional power; painting, music, literature and dance” (Merriam-Webster), this can still be vague. The President of Bard College, Leon Botstein, is known as a scholar and pioneer in the arts due to his education, beliefs and skills he has presented over the years. In regards to Botstein, he states that art is connected to what we experience each day- a transformation of the everyday which becomes something that is not real. The “fingerprint of our existence in the world that has an impact on things we transform through the use of our imagination” (Botstein) is what art is. Going back to the ancient Greek times, the Gods were immortal, while humans are mortal with limited capacity and limited knowledge, therefore art became our way of escaping this limitation. Within the arts industry, there are many topics that are of interest, specifically one, the music industry. In the arts and entertainment industry, each topic correlates to one another, simply due to the fact each involves a “quality, production, expression, and/or realm, according to aesthetic principles, of what is beautiful, appealing, or of more than ordinary significance” (Merriam-Webster).

To begin, let us first understand what exactly classifies the entertainment industry and why it is one of the top markets in the world. As per Merriam-Webster, the definition of entertainment is an action of providing or being provided with amusement and/or enjoyment. As of 2018, the Investment Bank states that the United States Media and Entertainment industry is a \$703 billion market which consists of businesses that create and distribute films, music, video games, radio, television programs, and more. The Pew Research Center states that as of 2015, almost 68% of adults have smartphones and 45% have tablet computers. Think about it this way, almost every single person throughout the world has some sort of electronic device where they are either able to create, view, and/or listen to movies, books, shows, and much more- the list goes on. Entertainment is what makes our world “go round” as some would say; if there were no newspapers, magazines, music, books, movies and/or television, we might have been a dull world without all the excess profit.

In order to understand the perception of the world’s view on gender issues, we must be aware of how this came about in the first place by simply going back in history. In sociology, public and private spheres are realms in which people function on a daily basis. *Thought Co* states that a “public sphere is the realm of politics where strangers come together to engage in the free exchange of ideas, and is open to everyone, whereas the private sphere is a smaller, typically enclosed realm (like a home) that is only open to those who have permission to enter it.” If you think about both realms in your own way, the definition of each sphere makes sense because an individual is known to act and think in a different manner in both instances; in public and in private. The concept of these spheres can be traced back to the ancient Greek times- in a public sphere, common concerns are the main focus and

the society as a whole is represented, while a private sphere mainly focuses on the family and home life since this is more of a private manner. Since each sphere is so distinct, men began discussing the public sphere ideas such as “literature, philosophy and politics” (Crossman), while woman began participating in conversations about their home life and children, since they were the ones who would be primarily dealing with these scenarios. Now relating these two spheres back to the entertainment industry, this industry fits more so in the public realm simply because it is a worldwide phenomena which men feel they have more say in. This is why women even today, have to fight for their rights; the right to vote, equal pay, and much more. In regards to inclusion in all aspects of life, it is crucial to have both men and women be involved in both the public and private sphere in order to create a balance throughout their lives, along with society.

Statistics on Women's Roles as CEOs

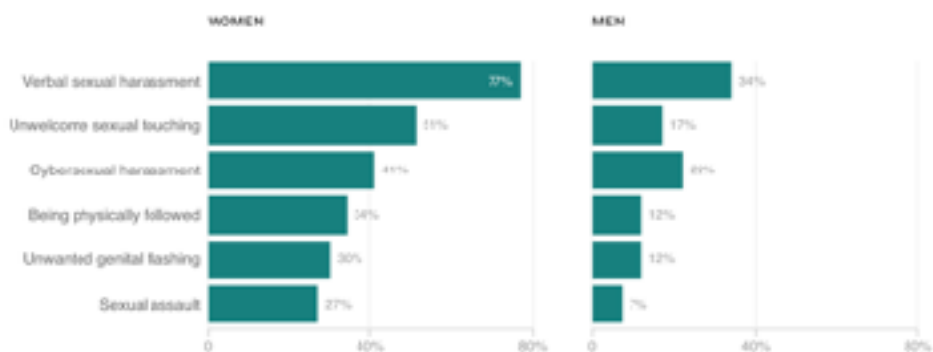
When it comes to the specifics of women's role in the arts and entertainment industry and exactly how many female CEOs there are, it is crucial to understanding the statistics and the reason why this issue exists. According to the New York Times, a company surveyed 132 companies in 2016 and found that 34,000 employees said “women who negotiated for promotions were 30% more likely than men to be labeled intimidating, bossy or aggressive” (Chira). A great example of this research study, is a woman by the name of Jan Fields, who became the President of McDonald's after years of being a crew member. Fields said she eventually learned to become one of the guys since her higher ups were male and also realized her level of success was measured on making more money than anyone else-

this is how she would be able to stay in her position. However, when she made the choice to not work overseas, her ideas on strategy became pushed to the side and Fields' claims this is the reason she was fired in 2012. As of 2018, there are 24 women CEOs at Fortune 500 companies, which is 25% less than last year's number. However, according to Forbes, "the number of women leading companies in the Fortune 500 had grown to 6.4% last year, a record high, from 2.6% a decade earlier" (Atkins). A woman, who chose anonymity, says in the New York Times, that she doubled the share price for her company and even rewrote its entire strategy. However, once she reached the top, she realized she could not succeed any further due to the politics of the male kingdom and the game they were playing. This woman's conclusion is that "women are prey. They [men] can smell it in the water, that women are not going to play the same game. Those men think, 'If I kick her, she's not going to kick back, but the men will. So I'll go after her.'" (Chira).

Although the focus is on women in the arts, entertainment and media industry, it is also beneficial to view the standpoint of both sexes on the topic of sexual harassment. By doing so, one is able to gain much more insight on how women are treated in a work environment and how harassment can effect a person.

More Than 3 Out Of 4 Women Have Been Verbally Harassed

Share of respondents who have experienced different forms of harassment or assault



Source: Stop Street Harassment
Credit: Hilary Fung/NPR

In February of 2018, *NPR* took a report shown above, which explains that 77% of women had been verbally sexually harassed and 51% had been sexually touched without their consent. Michele Decker, the director of the women's health and rights program at Johns Hopkins School of Public Health, states, "Sexual harassment until more recently has been viewed as part and parcel of what people experienced" (Chatterjee). The reason why public health researchers do not consider these harassments is because they are thought of as not as serious as sexual assault or rape, which is extremely wrong. Another survey taken during the same time period and in partnership with the Creative Coalition, Women in Film and Television, states that out of 843 women (actors, producers, editors, and others), 94% of them had experienced either sexual assault or sexual harassment at some point in their Hollywood careers. By having people who feel the need to dismiss anything that is harmful to a person's well being is contributing to the problem, which gives this person even more reason to speak out as soon as he or she feels uncomfortable.

Female Artists in the 21st Century

In the music business many artists, both men and women, feel the need to address the misogynistic culture, simply due to the obviousness of it and how this factor affects people both within and outside of the industry. A great example of a female artist speaking on this topic comes from Nicki Minaj's *My Time Now* MTV documentary in 2010, where she states, "When I am assertive, I'm a b---h. When a man is assertive, he's a boss. He bossed up. No negative connotation behind 'bossed up.' But lots of negative connotation behind being a b—

h” (Marine). This is extremely true simply due to the fact that when a woman has an idea or decides to take matters in her own hands, she is viewed down upon because her male counterparts feel as though she is incapable. It’s been more than ten years since Nicki Minaj has been on the charts, streaming high numbers with a large fan base and she refuses to back down or let any man come in between her and her music, which is clearly seen through her progression over the years.

In the magazine Marie Claire, it is written that “Female artists are often treated as no more than pretty cash cows, whose bodies and talents exist purely to be exploited for maximum commercial gain. Women working in other roles in the industry claim they are also viewed as subordinates or sex objects” (Claire). This is an extremely hurtful and powerful statement which sadly, yet truthfully, exposes how women are viewed; their lives are taken under control by men because men feel they know what is best for these special talented individuals. What about the woman’s family? Her own team in which she comfortably puts together herself? These are the questions women in the industry face, however, are forced to listen to their “higher-ups”, simply because these powerful men are the source of the money; advances, a certain amount of money which is given to someone upon deliverance of a music project (EP, mixtape, album, etc.). Fortunately, women are now understanding through first-hand experience that just because the label executives are able to write the checks, does not mean they can just give themselves over to be owned. Two examples which pertain to this situation are singer Kesha and Lady Gaga’s tragic story. Kesha was in an ongoing court battle with songwriter/producer, Dr Luke, for years simply due to the fact that his label refused to release her from their contract. Kesha was suing Dr

Luke because she claimed he “‘sexually, physically, verbally and emotionally abused’ her ‘to the point where she nearly lost her life.’ The suit’s aim was to sever the contract binding Kesha to Dr Luke’s label, allowing her the freedom to work with other labels and, in her words, ‘get free from my abuser’” (Claire). This was one of the toughest stories watching unfold and even up to today, after much long debate and with the help of many other talented artists, Kesha is still fighting for her freedom. Lady Gaga’s story does not involve the law, however, she speaks about being sexually assaulted at age 19 by a producer. Being able to be truthful and be open about your story, your goals and your career is a power that every woman needs to have.

Alicia Keys is another example of a woman in the music industry who has experienced misogyny. Keys has such a professional and elegant demeanor when it comes to this topic, so researching her struggles of sexism within the music industry is absolutely shocking. When Alicia Keys was younger and in the peak of her career, she said at some point during photo and video shoots, people around her would say, “Oh that’s beautiful, that’s nice, why don’t you unbutton the shirt a little lower, pull the skirt a little higher, it’s really nice” (Barnes). She was not known as a sexualized pop star simply because Keys would not give into these demands from anyone. According to Cills, “sexual objectification is when a woman's body is singled out and separated from her as a person” therefore being viewed as a physical object of male sexual desire. Keys knew who she was as a person and she was not going to change her appearance just to fit a culture unlike her own. After many of these experiences, Alicia Keys chose to form a group dedicated towards female advancement in the music industry called *She Is The Music*. Comprised of female executives,

producers, singers, publishers, engineers and songwriters, Alicia Keys has hopes of showing the world her “model for change that affects women across all industries” (Barnes). Keys says that women have the right to be respected and the belief in double standards is up. If we want diversity and change in our world, we must all contribute to being the voice and power. Even singer Mary J. Blige, spoke on Keys’ new formation, *She Is The Music* by saying, “there’s so much power when you see women come together. It’s very hard for women to come together because it’s such a male-dominated world, male-dominated industry. It makes it hard on us so we’re hard on each other” (Reuter). The fact that Blige has the courage to state that some women in the music industry can be tough on one another due to the difficulties, trials, and tribulations they suffer, she now has noticed this and is helping in creating a movement for change. Alicia Keys mentions the Suffragette Movement, which was in the early 20th century, and now it is 2018 and we are struggling with the same fight. In order to make a difference in any situation, one must be conscious of their faults, along with everyone else’s and also help better those around them.

Pussy Riot is an all female Russian band founded in 2011 that has many songs dedicated to feminism, the corrupt Russian government, Putin’s ways and many other issues women tend to face in Russia. Some of their song titles include, ‘Kill the Sexist’, ‘Putin Has Pissed Himself’, ‘A Punk Prayer’, and many more. Along with their powerful songs, these women chose to put on performances at certain meaningful Russian monuments to gain the attention of as many people in Russia and worldwide as possible; they want their message to be heard. Due to Putin’s re-election in 2012 when he was accused of electoral fraud and vote rigging, Pussy Riot chose to put on a performance of ‘A Punk Prayer’, which became one of

the most known political protests of this time. Pussy Riot put on this performance in the Cathedral of Christ the Savior of the Russian Orthodox Church in Moscow. They used the melody of 'Hail Mary' and their rendition of the song urged the Virgin Mary to help get rid of Putin. According to NME, "the lyrics also highlighted the close relationship between the church and Russian intelligence service the KGB, criticised the anti-feminist traditions of the church, and used the crude slogan "Sran Gospodnya" (translating to "shit of the Lord")." Three of the band members were jailed and charged for hooliganism motivated by religious hatred. Due to certain countries believing in freedom of speech, this story gained international recognition and Amnesty International even called Pussy Riot 'prisoners of conscience'. After 3 years in Russia's prison, these women were released and began touring the world with their performances and even interviews on what they believe in and what it was like being punished by exposing the truth of their country. Pussy Riot is a great example of standing up to their superiors, especially someone as strong as Putin, because they were actually physically, mentally, and spiritually punished for their morals standing strong.

Female Artists in the 20th Century

A famous female singer in the early 90's by the name of Bjork, wrote an open letter to her fans and the world in 2016. This letter was written to expose the sexism and misogyny she has faced in the music industry for the entirety of her career. Bjork chose to write about it publicly in 2016 because her DJ set in 2015 heightened her beliefs and experience even more. Although Bjork was primarily known as an entertainer and singer, sort of hiding behind other identities, she felt the want to try something different, such a DJ'ing. However,

when Bjork had her first set in 2015 at the Day and Night Festival in Houston, she realized she did not gain as much media attention compared to her male counterparts due to the fact she was stepping outside her comfort zone and not putting her face or body on display; her musical rendition of DJ'ing was the focus this time. After taking on her DJ'ing career, critics said she was not “‘performing’ and ‘hiding’ behind desks” (Kelly). One of the best quotes from Bjork's open letter is, “If we don't cut our chest open and bleed about the men and children in our lives we are cheating our audience” (The Guardian). The reason she wrote this line is because of her firsthand experience on the album 'Biophilia', which was about the galaxy and stars. This album did not gain as much media attention at all (in terms of numbers) compared to her other albums about love. Why do you think this is the case? Bjork believes people do not care about a person being 'emo' or showing their true feelings, but rather care about what it is like when they have emotions like lust or love; purely sexual. She believes men are allowed to be part of anything and everything, but once a woman tries to step out of her comfort zone, she is shunned. Bjork has never written about sexism throughout the thirty years of her continuing career, however, she believes and takes stand for the fact that women should do just as they please and not as anyone else; this will eventually take light and soon enough, there will be equality.

Born Eleanora Fagan in 1915, Billie Holiday was one of the best blues singers during her time who unfortunately, like most, had life, men, and her emotions get in the way of her career. Dropping out of school in the fifth grade, Billie began working in a brothel running errands until she and her mother moved to Harlem when she was twelve. Later she was arrested for prostitution. When Holiday began looking for jobs, and could not land one as a

dancer in local speakeasies, she decided to audition as a singer (with Billie Holiday's bluesy voice and her own special sound to jazz music, she mesmerized people due to her distinct and upbeat voice). She began to grab the attention of those in the music industry, and eventually gained recognition by singing in many different nightclubs and signed a deal. In one of Holiday's most popular songs, 'Strange Fruit', she sings about racism during this time period and what it was like to be a woman of color, specifically black, and also poor. Sadly, Billie Holiday was an alcoholic and a drug abuser who spent most of her earnings on her vices, which eventually took over her life. On top of her alcohol and drug addiction, Holiday was "notoriously attracted to the wrong kind of men, who tended to use and abuse her, leaching her earnings to leave her virtually penniless by her death." (Gill). Due to her unhealthy and toxic relationships with on and off men, this contributed to leading her into a downhill spiral by taking the blame for a lover's heroin charge, going to jail for a year and losing her cabaret card, which prevented her from performing at any venues that served alcohol. This limited her greatly and led her to self harm even more, especially after her mother passed. Holiday continued to make music, sing in any venues she could, and even be part of Artie Shaw's band. She eventually left this famous band due to the racism she experienced and the fact that some venues would not allow her to perform simply because she had to take a freight elevator and not show her face with the 'white' band. Although Billie had her own internal battles and demons to fight, who doesn't? Sadly, she passed away at the young age of 44 due to health issues. Billie Holiday is one of the earliest women in the music industry to take a stand when it came to sexism and racism; she continued to shed light on both topics, persevere and not let a single person get in the way of the truth.

Etta James was a famous rhythm and blues singer in the 1960s, most popularly known for her song, 'At Last'. In her autobiography, speaking on who she is as a woman and singer, Etta says, "I'm serious about turning little churchgoing Jamesetta into a tough bitch called Etta James." With this being said, this is exactly who Etta is! A strong woman who has no shame in her childhood upbringing and how she became the person she is today. Although Etta had a serious heroin addiction, would often perform with bandages wrapped around her arm and was constantly arrested, Etta was known to be the "mega power of soul" (Advocate). In 1960, Etta finally gained her solo record deal, which sort of led to her downfall simply due to the label exploiting her by not giving James all of her earnings. Billie Holiday even warned Etta that she should not be out partying and drinking every night, because eventually her bad habits would catch up to her. Etta did not allow men to walk all over her as much as others, however, men did slightly abuse her through exploitation, which took an even larger toll on her. Once her money was involved and being mishandled, Etta became even more addicted to drugs. She learned the hard way until age 50 in 1988, when she finally stopped using drugs. Etta James is another example of how the music industry will use and abuse you for your talents until they suck you dry and you are no longer of help to them- however, with all of this knowledge in mind, it is very important for women to stick together and to see this is one another; be a supportive friend.

In the 1960's, a female singer by the name of Janis Joplin was titled as the first queen of rock n' roll, simply because no other singers at the time had her unique style. Joplin was known as an artist who was "rough around the edges, vulnerable and charismatic, and she [who] paved the way for countless women in rock" (Sydell). Many women at the time were

not known to have a voice, especially a white woman. A songwriter named Tracy Nelson had toured with Janis and would always be told during this time period that the music industry was no place for a woman and her best bet was to stay at home and find a husband. However, Nelson always felt that Joplin had a special “force of nature” (Sydell) and always supported her- women empowerment. Unfortunately, Janis was always known to use heroin whenever she got bored. The year she passed away she had been clean for about six months until two weeks prior to her overdose. Whenever her close friends and family asked about her heroin usage, her response would be “the reason she started doing smack again was because when she was off she was doing a lot more drinking and it wasn't good for her voice, that's what she said. And smack, once you get used to it, if you get it every day, it doesn't f--- you up physically” (Mastropolo). Although Joplin was always working with known producers, singers and writers, she always had that lonely gap that made her mind wander. Janis was never actually abused by the music industry and their misogynistic ways, but was aware of their ways and always tried to stay clear of any controversy.

In the 1970's, Karen Carpenter and her brother were in a band together and sold over one hundred million copies within the first year. Sadly, Carpenter died of bulimia at age 32, while her brother suffered a quaaludes addiction. Their family always tried to keep their children's issues amongst themselves because they felt those were private matters only. Although fans always noticed Karen's weight and how she looked extremely sickly, her family made it impossible for anyone close to them to help Karen and her health problems. Being in the music industry took a toll on the Carpenters and it was really their mother who allowed such things to happen by shielding her children from professional help and not

giving them the love and attention needed as kids, let alone children in the spotlight. Once Karen Carpenter passed away, many people close to her tried to tell her story through film, however, her family made it impossible by always making sure they were viewed in a positive manner. In 1975, Karen met a property developer and chose to marry him after two months because she wanted to have kids of her own. Little did she know, her husband had a vasectomy she did not know about and was completely broke. Her husband was broke to the point where he used Carpenter and all of her assets, referring to her as a “bag of bones”. More importantly, she had begged her mother to call off Karen’s marriage, but her mother had forced it to happen because family members were already traveling. Karen Carpenter was surrounded by many loved ones, unfortunately not feeling loved by her mother in a cold industry made it beyond insufferable for her to continue on.

Women in Film

Jumping into the film aspect of the entertainment industry, as of 2018, for the last six years, only 9.3% of Grammy nominees were women (Zimmerman). This is extremely sad due to the fact that it is now the 21st century and it seems as though the civil rights movement and everything we have fought for within the last 50 years does not matter- especially with the current United States President being a sexist and a racist. With only one woman winning a grammy in 2018, Neil Portnow, who happens to be the President of the Recording Academy, stated that “women who have the creativity in their hearts and souls, who want to be musicians, who want to be engineers, producers, and want to be part of the industry on the executive level” need to “step up.” (Coscarelli). After reading this *New York*

Times article written in January of 2018, a few days after the Grammys, people are completely speechless. For someone to say such things in a moment of time where women are finally having the strength, courage and will power to stand up to their abusers, this is the most disgusting statement ever said from someone who is supposedly a 'powerful man' in the entertainment and arts industry. Keep in mind, this statement was written during the "Me Too" movement which is fighting against harassment and professional inequality. Statistics from a USC study "found that of the 899 people nominated in the last six Grammy Awards, just 9 percent were women" (Coscarelli). Also, from 2012 to 2017, Billboard "reported that women made up only 12 percent of songwriters and 2 percent of producers" (Coscarelli). For centuries, a woman's title was to only have the ability to do housework and nothing more due to their inferior men. Finally, women understand they are far too smart to be placed under such limitations. Even George Howard, a Professor of music business and management at the Berklee College of Music, stated, "the music industry could be seen as "a microcosm of our country": "Any institution that is founded upon a firmament of endemic racism and misogyny ultimately crumbles," he said" (Coscarelli). Although this statement may be a little extreme, at the same time, many known individuals throughout the arts and entertainment industry are currently being put on the radar and losing their credibility because of their misogynistic ways; Neil Portnow being a prime example since almost the entire industry wants him to step down from his position.

Bringing this topic back to film, Salma Hayek is an actress whose monster was Harvey Weinstein and said in the *NY Times* she had to constantly say "No to opening the door to him at all hours of the night, hotel after hotel, location after location, where he would

show up unexpectedly, including one location where I was doing a movie he wasn't even involved with. No to me taking a shower with him." This is absolutely absurd and goes to show the sexism women still face in the 21st century. Living in America, we hear stories of children who grew up with "famous" parents and how much they have struggled in their lives due to the endless attention, money and power which has raised them; most people like to believe it is not the industry that does this to them. This may be true, however, simply being around entertainment and its predecessors is already enough for one to get caught up in the surrealism.

Forbes states that women are living in much harder times than the civil rights movement, simply because men are finally being exposed for their wrongdoings and using the excuse of "assisting one's career" by flirting or actually engaging in a sexual act of harassment is no longer acceptable. Women are finally speaking up for themselves, filled with confidence and strength, we are now beyond comfortable saying how we feel when something is not right. In the early 80s and 90s, women were afraid to inform their higher ups or even anyone at all, if sexually harassed because they would be threatened with the idea that their career would be demolished. This instance is seen through Harvey Weinstein's accusers, Alfred Hitchcock, Taylor Swift, Ke\$ha, and many more. Weinstein and Hitchcock are film directors who have been accused by multiple women (many actresses) of sexual harassment, while Swift and Ke\$ha dealt with men early in their career who threatened to end their musical career.

Referring to the entertainment industry, specifically in film, the allegations against Harvey Weinstein led Uma Thurman to open up to the *NY Times*, stating, "It was such a bat

to the head. He [Weinstein] pushed me down. He tried to shove himself on me. He tried to expose himself. He did all kinds of unpleasant things. But he didn't actually put his back into it and force me." After this incident, Weinstein had his assistant send Uma flowers along with an apology, which did not resolve any issue. This is also a perfect example of how women need to stick together, utilize our voice, and speak out on our experiences- one has nothing to lose when telling the truth. In this *Forbes* article, Zanny Minton Beddoes, who is the Editor-in-Chief of *The Economist*, believes more women need to be in higher positions of power. This can be achieved by making sure women use their voices and stick together as a whole. By simply speaking out to your peers, acquaintances, boss, friends, family, etc. and sharing one's voice and opinion on what it is like to deal with men who feel their money equals power, helps much more than one expects.

"Me Too" Movement

Although the "Me Too" movement was briefly mentioned earlier, it is important to explain this moment in time in much more depth so that both men and women are aware. A woman by the name of Tarana Burke, coined the term 'Me Too' in 2006 when she created the nonprofit organization, 'Just Be Inc.' to help women of color and their well being. After interacting with many women through her organization, Tarana met a young girl by the name of Heaven, who was at the time, being sexually abused by her mother's boyfriend. Sadly, Burke was raped at the age of six and continuously sexually harassed throughout her lifetime. With Tarana Burke being a 'Me Too' survivor herself, she did not know how to react when Heaven began confiding in her, simply because Burke's experiences and struggles had

not yet been overcome in order for her to open up to Heaven. Burke says the ‘Me Too’ movement she started was primarily due to Heaven’s story; “I could not find the strength to say out loud the words that were ringing in my head over and over again as she tried to tell me what she had endured” (The List). Although many people throughout the world feel as though ‘Me Too’ is a hashtag that became known for its stance on sexual harassment towards women, Tarana Burke is the true advocator. She began to take over the world by speaking at as many events as possible- initially starting in her community and eventually expanding to places she never thought she would encounter, such as Hollywood. In regards to the ‘Me Too’ hashtag, Burke states this was just a declaration, simply the beginning of such a powerful movement. Women all over now have the strength and courage to share their stories and what each has experienced because they know that the support will always be there. Tarana Burke has given women a chance to be strong, confident and not afraid to share their experiences about the sexist and misogynistic world we live in- we cannot keep being victims, we must stand for what we believe in; the right to be a woman. After a year of the ‘Me Too’ movement, have us women, gained a voice? In terms of statistics, in 2011, sexual harassment in the workplace rose from 47% to 64% in 2017. According to We Forum, in order to make a difference and a change in our environment, we must share our stories on the sexism we face, look towards communities and teach them, take the pledge to always educate yourself and stand with survivors.

Recommendations

In Alisha Peterson's *Thrive Global* journal, she writes that after a few off-guard experiences, she has learned to set boundaries being a woman in the entertainment industry. The three boundaries a woman in entertainment needs to abide by are; no late night "meetings", do not be available to anyone and everyone via phone or in person and lastly, put your health first. Being logical with yourself, your morals and having common sense to the point where you listen to your gut, is crucial. Meetings should only occur in a public space in a timely manner- not your boss's hotel room at 10pm. If a person is always available, people, both men and women, will take advantage of you, your time, and your energy. Lastly, recognizing and understanding your mind, body, and spirit is nothing without you taking care of yourself, is very important; never lose sight of what got you to where you are today. As a woman in this industry, staying true to yourself is key.

In *Variety's* "How Women in Hollywood Are Finally Taking a Stand Against Sexism", the author takes quotes from women in entertainment, specifically the film industry, who have spoken out about their accusers and their stories. Salma Hayek says, "It's not that we are mad or that we were scared... My theory is there is now an opening for women because we represent such strong economic power." Now that these women are older and wiser, they have realized their stories and experiences can be used to help others around them and even empower women. For example, Gwyneth Paltrow was the lead actress alongside her co-star Robert Downey Jr. in *Ironman*, however, when discussing pay Paltrow realized Downey was being paid a much higher salary than hers. This is one of the purest forms of sexism, simply because both Gwyneth and

Robert have an equal amount of screen time; one is not shown nor acts more than the other. These two scenarios allow women in entertainment to truly soak in this information and stand up for what we believe in- if something does not seem right, do not be afraid to call it out.

Having to be professional at work, constantly deny men trying to sexually harass you, maintain your health, and be friendly becomes much too overwhelming for women when they have to always keep an eye out for their well being. It becomes frustrating when men react upon looks rather than what the mind has to offer. In the *New Yorker*, Sheila Marikar writes about Doyenne, which is “a year old private club for women” who is having a panel discussing the advancement women have made in the entertainment industry. On this panel, many successful women, who have already had their fair share of experience, are being given the opportunity to speak to younger women on their future and career in a similar field. Lisa Filipelli says the politics of the entertainment industry are dumb, even though some may use their looks to their advantage. Lisa does not “...think any woman should have to dress a certain way, or behave a certain way, or know a certain person to get ahead in their career. They should just be good at what they do. It is believed that we are starting to finally see that shift in Hollywood, but it’s slow and it’s painful and it sucks to have to use certain things to your advantage.” When some women abuse their good looks in regards to using it to get them a job, raise, better position, etc., this contributes to the reason some women are not able to speak up when something happens. By using unspoken communication or non-verbal consent, this allows the higher ups to mess with you mentally.

Reading about an anonymous woman who is heavily involved in the music industry as an assistant manager for two well known artists, is an interesting matter due to her young age and sudden exposure. Helping each of those artists launch their music careers has given this woman much insight and first hand experience on what it is like being a working woman in a sexist entertainment and arts industry. Due to how far she has come as a now, young woman, it became her utmost decision to stay in this industry. Although her internal struggles with herself on a daily basis somewhat pertains to her experience in the music industry, she refuses to let these struggles get the best of her and her career, especially. This woman strives to overcome the hardships and truly show her fellow women they can accomplish anything and everything they want in life without any limitations.

On an article on *Mary Sue*, the author speaks about a colleague of his who posted a Facebook status saying, “Being a woman in the entertainment industry is ...”, and left the post to the public. The author was astonished and said reading through the responses were “harrowing”. One response to this post includes, “...waiting weeks to mention your husband so that people will still take meetings with you.”. Reading through articles of executives, individuals, and even interns who work in music and film- these women felt they are not able to flaunt their significant other simply because it would hinder their job and their reputation. Just by reading the comments under this woman’s status, it is evident women have been shunned once their boyfriend, husband and/or significant other is mentioned. This is due to the fact certain people will feel as though the woman or whomever, is not present at work, which is coming from the men CEOs. The entertainment industry will hold that against you and not look at you the same; meetings are crucial and if being open about your relationship

hurts a person in the work field, it is possible he/or would definitely be a little coy to show that side. It is unfortunate that each industry in terms of work, does not allow an individual to fully be themselves. If women want a change in their work environment, these women first must be the change themselves, even if it hurts their career.

The music industry and reading about the executives' journey, especially women, has been a learning experience from dealing with artists to other executives of their level or higher. Both women and men of all ages being able to have the ability to learn under known managers who have been around the industry for over 10 years, record labels, executives, CEOs and anyone and everyone else in the music business. People who are able to gain first hand experience from their teenager phase to their adult career know what it is like to be mixing and mingling with the "top dogs" in music- from artists to businessmen/women and/or both. Yes, a majority of women who have come in contact with higher up men have tried to take their work relationship a step further, however, women have taken those compliments with a smile and continued their work. Being able to not let those little remarks affect their well being because if not, this would give these men the thought that they are in control. Learning to be vocal and always expressing how one feels it the ultimate power.

Another aspect of the arts industry that has always kept its low profile is the fashion industry, mainly because designers simply do not associate with anything other than getting their looks accomplished. After doing research on interns and what it is like being placed in such a fast paced environment at a young age, many individuals grew to understand their work came first in all manners. If the intern wanted to possibly gain a position at whichever company they were assisting, it is important for their responsibilities and even more to be

finished. At social media platforms, store fronts in soho, and others of the like, there will be times where many designers would come in and some would be clueless as to who this person was. Since these individuals were so nonchalant about meeting these designers, this allowed people to be themselves. When interns or other people who are around begin to panic when they see a celebrity, their behavior is extremely different. The celebrity views them as some sort of object, rather than human with emotion just like any one of us. A person's mannerisms say much about who he or she is without even having to speak much. A piece of advice to those around in the entertainment and arts industry, is to look at everyone as your equal- treat them with respect of course, but see yourselves as all human.

Conclusion

After reading through many articles, watching interviews and listening to panel discussions, it became evident that being a woman in the entertainment and arts industry challenges one's abilities even more. Neil Portnow's statement is an extremely powerful one, simply because he is such a man of high stature, many individuals would not expect such words coming out of his mouth. Billie Holiday's story is fascinating because the entire world took advantage of her until her death bed. All of these female actresses playing major roles and fighting with several directors because they refuse to sleep with them is just appalling. However, by staying true to yourself, using the morals one was raised and taught with, speaking up for one's self and to never let a single person, whether man or woman, take advantage of you, allows us women to further our careers even more. Emma White, a singer-songwriter, said in order to move forward, "Keep talking. Don't be afraid to speak up, ever. I

have been silent about so many things, and I have to remind myself daily to just speak up, to not be afraid of being ostracized, and know that other people who want to do the right thing will support you” (Zimmerman). Always be honest about who you are, what you do, and what your incentive is; your incentive radiates. These few points will excel our careers and put an end to sexism in the world.

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