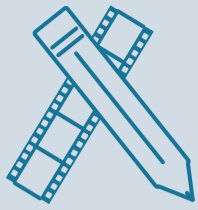


# Script Girls, Secretaries and Stereotypes

## Gender Bias in Pay on Film and Television Crews



The "script girls" and secretaries of an earlier era have become media professionals essential to the success of film and television productions. But as this study commissioned by IATSE Local 871 shows, job segregation, gender bias and gender stereotypes continue to impact the work environment and earnings of these traditionally female-dominated crafts.



### Script Supervisors

track and report essential information during filming, working closely with the Editors, Directors, and Camera Department. Their annotated script and reports provide a complete record of each take, saving time and ensuring continuity.

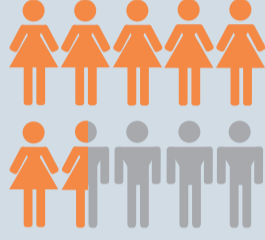


92% female

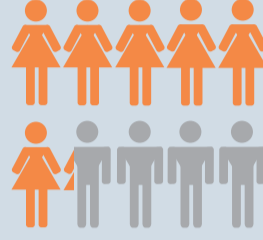


### Production Coordinators & Assistants

run the production office, handling and troubleshooting a staggering number of logistical and operational details that are essential to making films, television shows and commercials.



65% female Coordinators

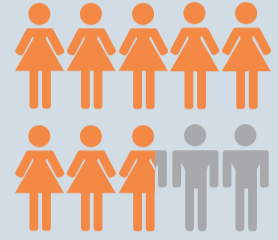


61% female Assistants



### Art Department Coordinators

serve as project/office managers for the Art Department, working closely with the Production Designer and Art Director to handle all of the department's financial, operational, and administrative needs.



78% female

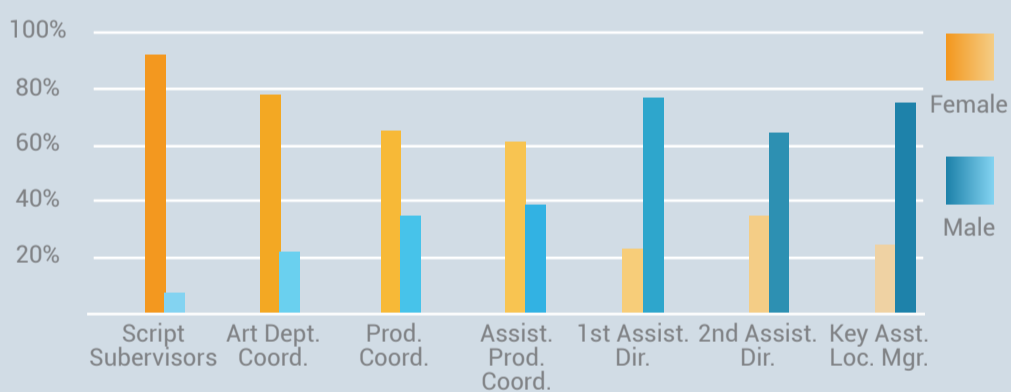
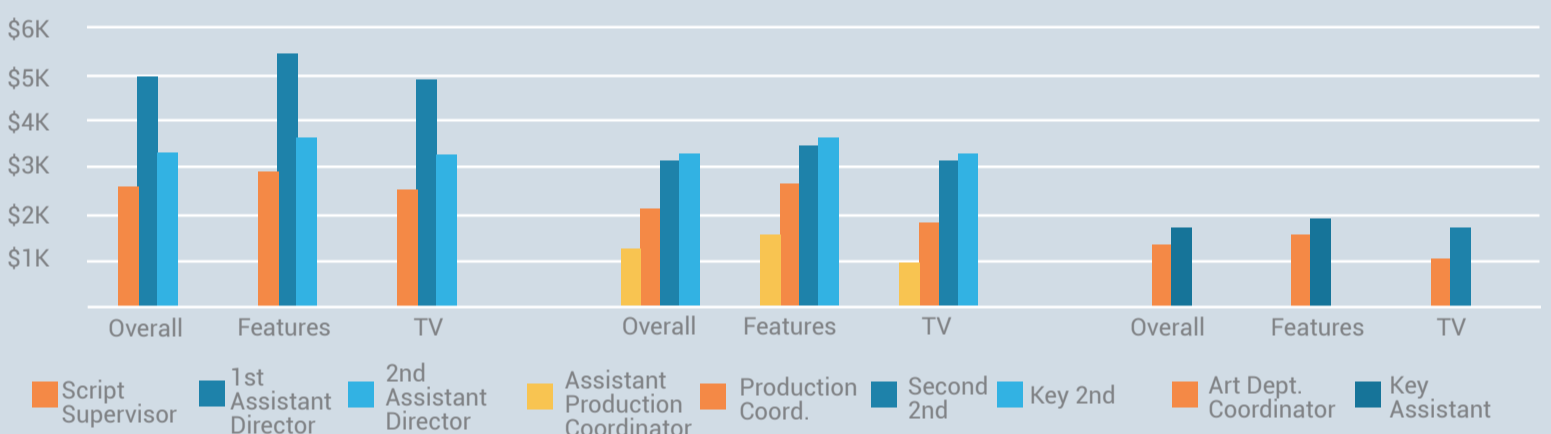
These Local 871 crafts earn **hundreds or thousands less per week** than comparable male dominated crafts.

### WEEKLY RATES

#### Script Supervisors and Assistant Directors

#### Production Coordinators and Assistants and 2nd Assistant Directors

#### Art Department Coordinators and Key Asst. Location Mgrs.

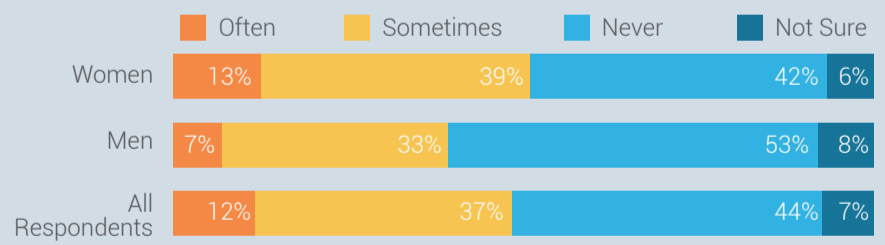


Local 871 members frequently report witnessing or experiencing sexual harassment, consistent with the stories of the **Me Too/Time's Up** movement.

Over **half** of the women responding to our survey of Local 871 members reported witnessing or experiencing sexual harassment in the last three years;

**13%** reported that happening "often."

### Frequency of Witnessed or Experienced Sexual Harassment



Join the **#ReelEquity** campaign at [reequity.org](http://reequity.org) and learn about three things industry leaders can do to take action to support pay equity in Hollywood:



**1** Conduct an **Equal Pay Analysis** to make sure your production is following the law



**2** Apply our **#ReelEquity "Yardstick"** to take a broader look at pay equity across and within departments



**3** Use **Equity Riders** to commit to pay equity over the long term

