

# The Aftermath

Reporting, Supports for Survivors, and Who Caused Harm

Related to Workplace Sexual Harassment in Canadian  
Performing Arts, Film, and Television Industries

SPOTLIGHT REPORT

**aftermetoo**

March 2021



By Kelly Hill

***“Create safe work environments with clear codes of conduct and reprisals if needed.***

*Create an external process for victims to report claims.”*

“After my assault I didn't even know who to tell. There was absolutely no clear reporting process. We MUST improve the reporting process. In the end I reported the incidents to the personnel manager but wish I had just called the police.

**I felt completely unsupported and alone.”**

Source: Direct quotes from anonymous respondents to *The Change You Want to See: Aftermetoo Survey of Workplace Sexual Harassment in the Canadian Performing Arts, Film, and Television Industries*

*“This goes deeper than arts orgs. The nature of reporting is fundamentally flawed, legally speaking. We need an overhaul of reporting processes to encourage victims to come forward and the onus of proof to rest with the defendant rather than the victim.*

***This is a massive change that we all need to participate in.”***

“I feel that independent people need to come into each individual production and educate everybody about sexual harassment (and racism). The lines are somewhat blurred about how to make complaints especially if a production is no longer happening. The whole thing felt like a big mess to me and a lot of work. When I didn't have the support of my co-worker who was present (both times), I decided to drop it.

**Even a few years after the #MeToo movement, people are more concerned about keeping their jobs than getting involved in anything controversial.”**

Source: Direct quotes from anonymous respondents to *The Change You Want to See: Aftermetoo Survey of Workplace Sexual Harassment in the Canadian Performing Arts, Film, and Television Industries*

*“So much time, energy and resources are being put into training people on what it means to have a safe workplace, but there are not nearly enough avenues to actually enforce, report, and support.”*

**“I didn’t even know I could report what happened. I probably would’ve been too scared to anyway.”**

But it would be helpful if I could easily report something that happened to me on a gig, knowing that I would be safe and that the offender wouldn't be able to have any authority in decisions around what I report.”

Source: Direct quotes from anonymous respondents to *The Change You Want to See: Aftermetoo Survey of Workplace Sexual Harassment in the Canadian Performing Arts, Film, and Television Industries*

- **Aftermetoo** is creating Canada's first national digital platform centralizing the laws around sexual harassment, breaking down information about what to expect if you report, how to protect yourself and how to prepare.
- **Aftermetoo** is there to help you navigate how legal systems work and where to find help. We make the information clear and straightforward, so you understand your rights.
- **Aftermetoo** empowers you to stay safe, healthy and in control.
- More information: [aftermetoo.com](https://www.aftermetoo.com)



# About this report

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- Based on findings from *The Change You Want to See: Rosa Survey of Workplace Sexual Harassment in the Canadian Performing Arts, Film, and Television Industries*
  - First-ever survey of workplace sexual harassment in these industries
  - Survivor-centered and trauma-informed approach throughout the survey design and outreach process
- **Survey goals**
  - Paint a picture of what arts workplaces looked like before #MeToo (late 2017 or earlier) and post #MeToo for contract arts workers (specifically: performing arts, film, and television)
  - Understand changes that arts workers want to see from employers, unions, agents, managers, associations, and funders in order to keep workers safe and able to focus on doing their best work.
- **Survey design and analysis by Hill Strategies Research**
  - Rigorous and reliable research on the arts and culture + clear and effective communications
  - Custom surveys, *Statistical Insights on the Arts* series, *Arts Research Monitor* series, and much more



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# About the survey

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- Survey was open between September 21 and October 25, 2020
- Survey outreach: significant social media efforts and direct communication with many unions, arts service organizations, and associations across the country \*
- 1,102 individuals responded, including 873 in English (79%) and 229 in French (21%)
  - Anonymity of respondents was carefully protected
- Responses were received from all 13 provinces and territories.
- Regional breakdown: Atlantic provinces (6%); Quebec (23%), Ontario (39%), Prairie provinces (18%), British Columbia (13%); the three northern territories (0.5%); Canadians residing outside of the country (0.9%).
  - The survey sample from Quebec has higher proportions of men, permanent workers, and people under 40 than the samples from the other provinces.

*\* Hill Strategies wishes to thank Alix MacLean for her work throughout the survey design and outreach process, as well as two Francophone outreach personnel: Myriam Benzakour and Alexia Martel.*

# About the survey

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- Gender: **77%** identify as women; **19%** as men; **5%** as transgender / two-spirit / gender diverse \*.
- LGBTQ: **29%** \*\*
- BIPOC: 15% (includes Indigenous: **3%**, Black: **2%**, other people of colour: **10%**)
- People who have a disability and/or are Deaf: **14%**
- Age ranges: **20%** between 18 and 29; **32%** in their 30s, **22%** in their 40s; **15%** in their 50s; **9%** 60 or older.
- People who have (ever) worked in live performing arts: **83%**
- People who have (ever) worked in film, TV and/or web series: **64%** (*multiple selections were possible*)

*\* Transgender / two-spirit / gender diverse is a combination of the following gender identities in the survey: transgender; two-spirit; gender non-conforming / gender fluid; non-binary; agender; and a gender not listed. Multiple selections were allowed, and this roll-up category was prioritized in the summary statistics over “woman” and “man” if both were selected.*

*\*\* LGBTQ includes the following sexual orientations: lesbian; gay; bisexual; asexual; queer; questioning; pansexual; and a sexual orientation not listed. Multiple selections were allowed, and this roll-up category was prioritized in the summary statistics over “heterosexual” if both were selected.*

*These roll-up categories, along with BIPOC, were created to protect respondents’ confidentiality and improve data reliability.*

# Response time, percentage calculations, and margins of error

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- For those who completed the entire survey, the median response time was 16.8 minutes.
- Partial responses were kept if respondents completed a substantial proportion of the survey.
- For questions with fewer than 1,102 respondents, the percentages are based on the actual number of people responding. Also excluded from the percentages are respondents who selected “prefer not to say”, which was an option offered in many questions, given the extremely sensitive nature of the survey content.
  - For most questions, there were over 1,000 respondents. For particularly sensitive questions, as well as questions appearing toward the end of the survey (e.g., demographics), there were about 900 respondents.
- Margins of error have not been estimated for the results
  - The sample was not random
  - Respondents who have been harassed may have been more likely to respond and “tell their story”
  - In general, differences of less than 3% between groups of respondents are not considered substantially different in this report

**82%**  
**have experienced  
sexual harassment**

- The prevalence of sexual harassment in the Canadian performing arts, film, and entertainment industries is stunning
- **92%** of respondents (almost 1,000 people) have experienced and/or witnessed sexual harassment
- Includes 10 different types of sexual harassment that respondents might have experienced and/or witnessed in Canada's performing arts and film sector
- **82%** of respondents (about 850 people) have been sexually harassed
  - i.e., harassment directed at them personally

# Experienced sexual harassment

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Prevalence of sexual harassment experienced by Aftermetoo survey respondents	Personally experienced	
	%	#
<b>Any form of sexual harassment (i.e., any of the 10 behaviours below)</b>	<b>82%</b>	<b>849</b>
Unwelcome invasion of personal space (e.g., crowding, leaning over)	63%	658
Unwelcome sexual teasing, jokes, comments, or questions	61%	637
Unwelcome sexually suggestive looks or gestures	47%	636
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media contacts)	38%	486
Use of derogatory or unprofessional terms related to a person's sex/gender (e.g., slut-shaming)	38%	399
Pressure for dates and/or sexual favours	24%	395
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	22%	253
Sexual assault (i.e., sexual contact with a person without that person's consent)	18%	224
Stalking (i.e., unwanted intrusion – physically or electronically – into someone's personal life)	14%	190
Someone offering preferential treatment in the workplace in exchange for sexual favours	13%	149

Note: 1,040 people responded to the question:

“Have any of the following behaviours ever been **directed at you** in your performing arts, film, or television workplaces (or training institutions)?”











# Who reported at least one incident?

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Most groups of respondents had similar likelihoods to report at least one incident (see tables on the next page)

- Higher likelihood to report among women and transgender or gender diverse respondents than men
- Higher likelihood to report among respondents with a disability and/or who are Deaf
- Higher likelihood to report among English respondents than Francophones
- Lower likelihood to report among those who are 50 years of age and older



# Who reported at least one incident?

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Group of respondents	Percent
Base: 894 respondents who witnessed or experienced sexual misconduct and responded about their reporting	34% reported at least 1 incident
<b>Unionized</b>	
Yes	35%
No	31%
<b>Employment status</b>	
Self-employed contract(s)	32%
Employed on contract(s)	35%
Permanent worker (whether self-employed or employed)	35%
<b>Gender</b>	
Transgender and gender diverse *	37%
Woman	36%
Man	20%
<b>Sexual orientation</b>	
LGBTQ	34%
Heterosexual	32%

BIPOC	Percent
BIPOC	35%
Not BIPOC	33%
<b>Disabled and/or Deaf</b>	
Yes	42%
No	32%
<b>Language</b>	
Anglophones	35%
Francophones	25%
<b>Region</b>	
Atlantic *	33%
Quebec	27%
Ontario	36%
Prairies	32%
British Columbia	34%

*\* There were fewer than 50 usable responses from people in groups with an asterisk. These findings should be viewed with some caution.*

Age group	Percent
18 to 29	30%
30 to 39	34%
40 to 49	40%
50 and over	27%
<b>Primary (current) occupation</b>	
Performer	33%
Arts administrator/manager/educator	35%
Crew member	38%
Production worker	34%
Director/producer/choreographer	28%
Designer/screenwriter/playwright *	30%
<b>Have worked in film, TV and/or web series</b>	
Yes	35%
No	30%
<b>Have worked in (live) performing arts</b>	
Yes	34%
No	32%

# Lack of support for those who report

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Unfortunately, few respondents who reported an incident were offered support in some crucial ways (confidentiality, support, safety), with similar results for the different people or groups to whom respondents reported.

## Did the person or group to whom you reported help you in any of the following ways?

Base: 300 respondents who reported at least one incident of gender bias or sexual harassment

Help given	Employer	Direct report (e.g., stage/ production manager)	Union / guild representative	Agent / representative
Maintaining confidentiality	34%	32%	29%	20%
Supporting you through the process	25%	29%	26%	30%
Making your workplace safer after you reported	23%	16%	13%	9%
Protecting you from reprisals	10%	11%	9%	14%
None of the above	48%	50%	55%	68%

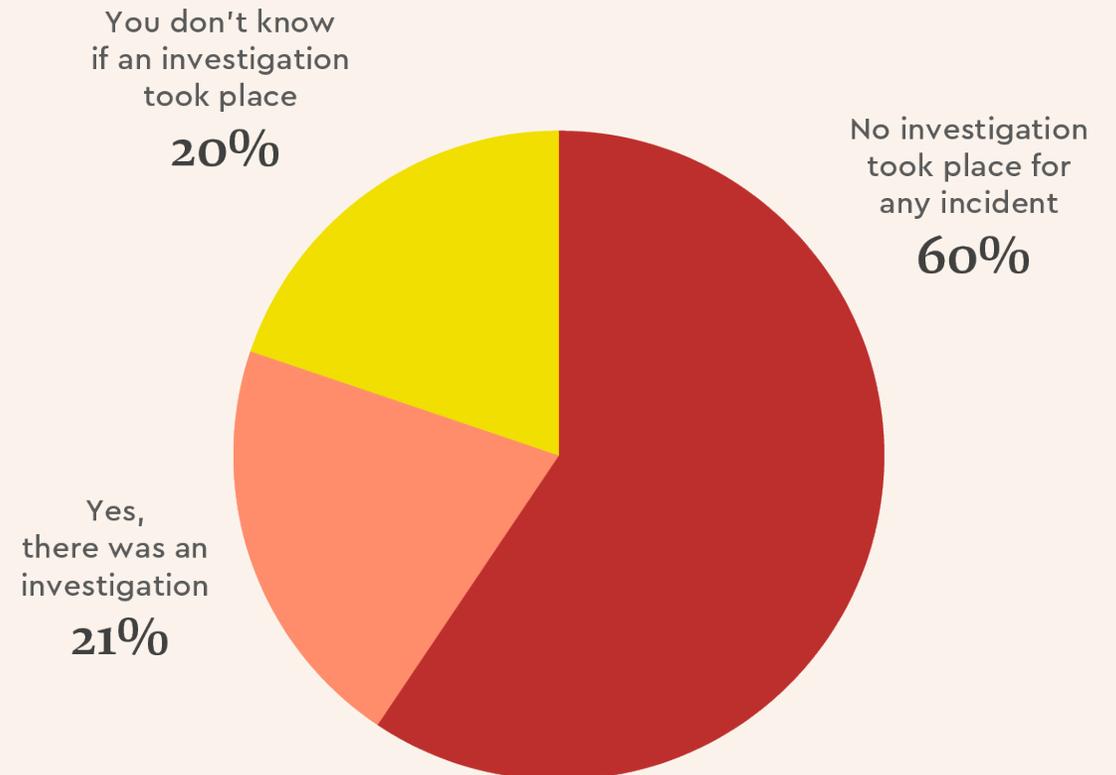


# Investigations are rare

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- Among respondents who had reported an incident of gender bias or sexual harassment, very few respondents knew that an investigation had taken place (**21%**).
- Almost the same proportion (**20%**) didn't know if an investigation took place.
- **60%** knew that no investigation took place for any of the incident(s) which they reported.

## Did your reporting of the behaviour(s) result in an investigation?



Source: 287 arts workers who reported an incident of gender bias or sexual harassment and responded to the Aftermetoo survey of *The Change You Want to See*, 2020.  
Analysis by Hill Strategies Research.

# Investigation details

- There were relatively few respondents who knew that an investigation took place following their report of gender bias or sexual harassment (**21%**).
- Given the relatively small number of respondents (59), the statistics regarding the details of investigations should be used with caution.
  - Differences of 2-3 people reporting a certain result can substantially affect the percentages.
- About one-third of respondents had an investigation conducted by a neutral party (**35%**).
- However, nearly the same proportion had an investigation conducted by someone who could employ them in the future (**32%**) and/or could negatively impact their reputation (**30%**).

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## Who conducted the investigation?



Source: 57 arts workers for whom there was an investigation of an incident of gender bias or sexual harassment and who responded to the Aftermetoo survey of *The Change You Want to See*, 2020. Analysis by Hill Strategies Research.

# Investigation details

- Most investigations were kept confidential (70%) and were thorough (69%).
- However, for 63% of respondents, the investigation led them to be thought of as difficult or confrontational.
- Only about one-half of respondents believe that the investigation made their work environment better (48%) and made the behaviour stop (also 48%).

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## Aspects of investigations

*Among respondents who had experienced an investigation*



Source: 45-57 arts workers who experienced an investigation after reporting an incident of gender bias or sexual harassment and who responded to the Aftermetoo survey of *The Change You Want to See*, 2020.

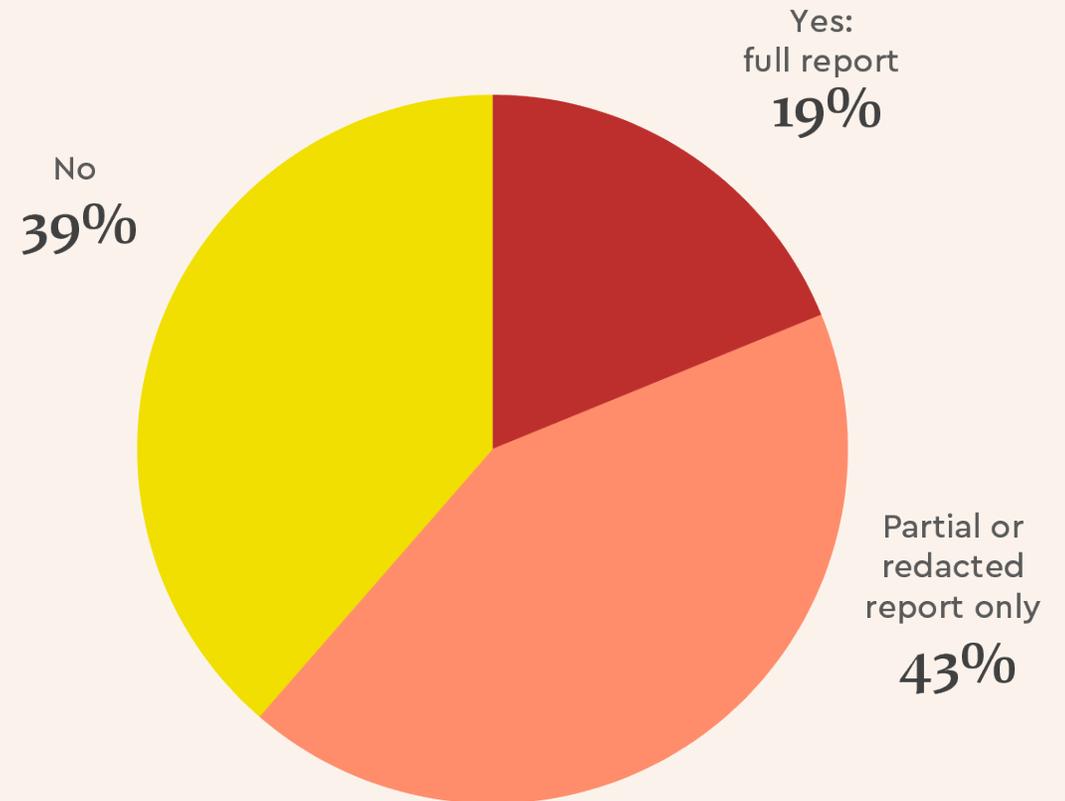
Analysis by Hill Strategies Research.

# Investigation details

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- Only **19%** of respondents saw a full report of the results of the investigation.
- Another **43%** saw a partial or redacted report.
- **39%** did not see a report.

Were the results of the investigation shared with you?



Source: 54 arts workers who experienced an investigation after reporting an incident of gender bias or sexual harassment and who responded to the Aftermetoo survey of *The Change You Want to See*, 2020.  
Analysis by Hill Strategies Research.

# Other actions by employers and unions

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Respondents were asked about other actions that might have been taken by arts employers or unions. Very few reported other outcomes.

## Did your workplace or union take any other actions related to the incident(s)?

Base: 279 respondents who reported at least one incident of gender bias or sexual harassment (164 of whom are union members)

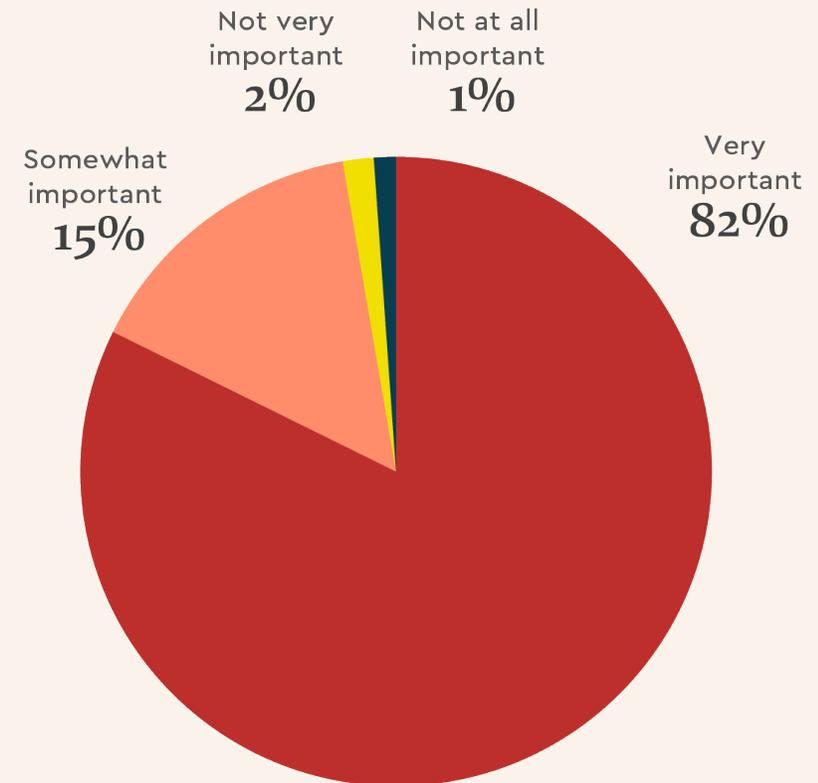
Action	Workplace	Union
No other action	47%	50%
Don't know	20%	35%
Warned the person(s) who caused harm	23%	7%
Removed (workplace) or suspended (union) the person(s) who caused harm	12%	1%
Instituted mandatory training around preventing sexual harassment	7%	n/a
Filed a grievance on your behalf	n/a	5%

# Changes that arts workers want to see

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- The survey found nearly unanimous support for an independent reporting body for sexual harassment.
- **97%** of respondents believe that it is important that an independent body be established to take reports of workplace sexual harassment.

How important do you think it is that an independent body be established to take reports of workplace sexual harassment?



Source: 888 arts workers responding to the Aftermetoo survey of *The Change You Want to See*, 2020.  
Analysis by Hill Strategies Research.

# Changes from arts employers and unions

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- The survey listed a number of things that arts employers and unions could do to address workplace sexual harassment. Respondents were asked to pick the changes that they would **most** like to see.
- This report provides a summary of the changes desired from arts employers and unions.
- Another Spotlight Report focuses exclusively on the changes that arts workers want to see (including changes from funders, service organizations, associations, training institutes, and agents).



# Changes from arts employers

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## Two clear priorities

1. **Support for an independent body**
  - Use an independent body to receive reports, investigate, and adjudicate/mediate workplace sexual harassment allegations (75%)
2. **Elimination of conflicts of interest**
  - Use a reporting procedure that eliminates conflicts of interest (72%)

# Changes from arts unions and guilds

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## Many priorities

(asked of union members only)

### 1. Progressive internal discipline approach

- Implement a progressive internal discipline approach, where a person who causes harm receives increasing levels of discipline for each inappropriate behaviour (64%)

### 2. Elimination of conflicts of interest

- Ensure that no one from unions can oversee, vote on, or inform investigations if they have the potential to be employed by any of the people whom they are investigating (56%)

### 3. Transparency of policies and budgets

- Ensure that there is publicly transparent, annual independent review of sexual harassment policies, team members, and budget allocated for sexual harassment incidents (54%)

### 4. Sexual harassment policies a priority in collective bargaining

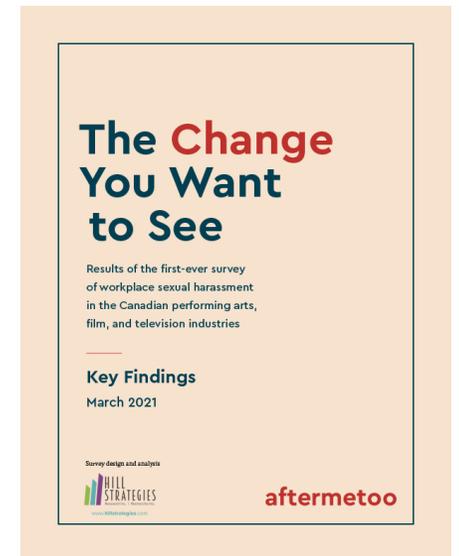
- Prioritize proposals in collective bargaining that sexual harassment policies cover prevention, reporting, mediation/adjudication, through to appeals (49%)

# Other Reports Available

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## Reports available from “The Change You Want to See”, the first-ever survey of workplace sexual harassment in the Canadian performing arts, film, and television industries

- **Key Findings:** The Change You Want to See
- **The Status:** Workplace Sexual Harassment in Canadian Performing Arts, Film, and Television Industries
- **The Toll:** Impacts on Survivors of Workplace Sexual Harassment in Canadian Performing Arts, Film, and Television Industries
- **The Aftermath:** Reporting, Supports for Survivors, and Who Caused Harm Related to Workplace Sexual Harassment in Canadian Performing Arts, Film, and Television Industries (this report)
- **The Future:** Changes that Arts Workers Want to See Regarding Workplace Sexual Harassment in Canadian Performing Arts, Film, and Television Industries
- **The Field: In Survivors’ Words.** Analysis of Respondents’ Written-In Suggestions Regarding Workplace Sexual Harassment in Canadian Performing Arts, Film, and Television Industries



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