

The Status

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

SPOTLIGHT REPORT

aftermetoo

March 2021



By Kelly Hill

“I have had many workplace sexual harassment experiences while working in this industry,

from directors to other actors to crew members, some where I told the stage manager or director, and others where I just kept quiet. And many instances where the cast around me became my protector against the one person on our team who had become my predator. And, I have had an audience member stalk me at home, who saw me onstage in a show, and that is where the police got involved.”

*“I have worked in many different industries including many that are male dominated and have a reputation for sexism. I was a plumber, a carpenter, a janitor, a construction labourer, a landscaper – the film industry was the most misogynist industry out of all of these by far. I was shocked at the degree and prevalence of sexual harassment. **We have a lot of work to do.**”*

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*

“I was sexually assaulted at my conservatory by my professor and then as a professional by my conductor.
I know so many women who have experienced sexual harassment and/or sexual assault in the professional orchestra workplace.
I have always felt helpless and alone. Surveys like these need to be conducted and data needs to be compiled so that real change can be made and the next generation of girls and women don't feel the way I do.”

“Don't forget that sexual harassment can occur with same-sex bosses.”

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)



- 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

Survey results: Gender bias

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Gender bias is very common in the Canadian performing arts, film, and entertainment industries.

- **77%** of survey respondents have experienced and/or witnessed gender bias, i.e., “different treatment based on sex/gender (e.g., quality or nature of assignments)”
 - **61%** have personally experienced gender bias
 - **74%** have witnessed gender bias happening to someone else
- While gender bias has an influence on workplace sexual harassment, it is not a type of sexual harassment per se.

Sexual harassment: 92% of respondents

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The prevalence of sexual harassment in the Canadian performing arts, film, and entertainment industries is stunning.

- **92%** of respondents have experienced and/or witnessed sexual harassment during their arts careers.
- Includes 10 different types of sexual harassment that respondents might have experienced and/or witnessed in Canada's performing arts and film sector
- About 1 in every 4 respondents have experienced and/or witnessed sexual assault
 - 1 in every 5-6 respondents have been sexually assaulted (personally)

- **92%** of survey respondents (almost 1,000 people) experienced and/or witnessed some form of sexual harassment
 - Even among people with only a few years of experience in the sector – workers who started after the #MeToo movement began in 2017 – **87%** have experienced or witnessed sexual harassment
- **82%** of respondents (about 850 people) have personally experienced sexual harassment
- **90%** (953 people) have witnessed sexual harassment happening to someone else around them
 - Of the 953 people who witnessed sexual harassment, **94%** also experienced harassment themselves

Sexual harassment experienced and/or witnessed

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Prevalence of sexual harassment experienced and/or witnessed by Aftermetoo survey respondents	Experienced and/or witnessed	
	%	#
Any form of sexual harassment (i.e., any of the 10 behaviours below)	92%	990
Unwelcome sexual teasing, jokes, comments, or questions	79%	843
Unwelcome invasion of personal space (e.g., crowding, leaning over)	77%	825
Unwelcome sexually suggestive looks or gestures	63%	676
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media contacts)	60%	644
Use of derogatory or unprofessional terms related to a person's sex/gender (e.g., slut-shaming)	57%	607
Pressure for dates and/or sexual favours	35%	378
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	30%	316
Sexual assault (i.e., sexual contact with a person without that person's consent)	27%	285
Stalking (i.e., unwanted intrusion – physically or electronically – into someone's personal life)	26%	279
Someone offering preferential treatment in the workplace in exchange for sexual favours	23%	248

Experienced behaviours

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- 11 behaviours that respondents experienced
 - “Have any of the following behaviours ever been directed at you in your performing arts, film, or television workplaces (or training institutions)?”
- Average number of behaviours experienced: 4.1
 - Average excludes those who did not experience any such behaviours
- Timeframe of behaviours experienced (all behaviours in general)
 - Before #MeToo: **94%**
 - Post #MeToo: **54%**
 - The smaller proportion post #MeToo is not necessarily a sign of progress, given the shorter timeframe for these behaviours (i.e., 2018-2020). The timeframe before #MeToo depends on when respondents started working on the sector, and **38%** of respondents started working in the sector before 2000.
- One of the most common behaviours: gender bias (**61%**)
- **82%** have been sexually harassed (i.e., any of 10 behaviours, excluding gender bias)
- 1 in every 5-6 respondents have been sexually assaulted (**18%**)
- 1 in every 7 respondents have been stalked (**14%**)
- Almost two-thirds of respondents have been subjected to unwelcome invasion of personal space (**63%**) and unwelcome sexual teasing, jokes, comments, or questions (**61%**)

Experienced sexual harassment

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Prevalence of sexual harassment experienced by Aftermetoo survey respondents	Personally experienced	
	%	#
Any form of sexual harassment (i.e., any of the 10 behaviours below)	82%	849
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)?"

Witnessed behaviours

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- 11 behaviours that respondents witnessed
 - “Have you ever observed anyone else being subjected to any of the following behaviours in your workplaces within the performing arts, film, and television industries (or training institutions)?”
- Average number of behaviours witnessed: 5.1
 - Average excludes those who did not witness any such behaviours
- Timeframe of witnessed behaviours (all behaviours in general)
 - Before #MeToo: 96%
 - Post #MeToo: 65%
 - The smaller proportion post #MeToo is not necessarily a sign of progress, given the shorter timeframe for these behaviours (i.e., 2018-2020). The timeframe before #MeToo depends on when respondents started working on the sector, and 38% of respondents started working in the sector before 2000.
- Most common behaviour: gender bias (74%)
- 90% have witnessed sexual harassment (i.e., any of 10 different behaviours)
- 1 in every 5 respondents have witnessed sexual assault
- 1 in every 4-5 respondents have witnessed stalking

Witnessed sexual harassment

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Prevalence of sexual harassment witnessed by Aftermetoo survey respondents	Witnessed	
	%	#
Any form of sexual harassment (i.e., any of the 10 behaviours below)	90%	953
Unwelcome sexual teasing, jokes, comments, or questions	74%	783
Unwelcome invasion of personal space (e.g., crowding, leaning over)	72%	763
Unwelcome sexually suggestive looks or gestures	57%	608
Unwelcome communications of a sexual nature (e.g., emails, phone calls, notes, text messages, social media contacts)	56%	589
Use of derogatory or unprofessional terms related to a person's sex/gender (e.g., slut-shaming)	52%	550
Pressure for dates and/or sexual favours	28%	294
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	26%	278
Stalking (i.e., unwanted intrusion – physically or electronically – into someone's personal life)	22%	238
Sexual assault (i.e., sexual contact with a person without that person's consent)	20%	211
Someone offering preferential treatment in the workplace in exchange for sexual favours	20%	210

Note: 1,061 people responded to the question: "Have you ever observed anyone else being subjected to any of the following behaviours in your workplaces within the performing arts, film, and television industries (or training institutions)?"

Better post #MeToo?

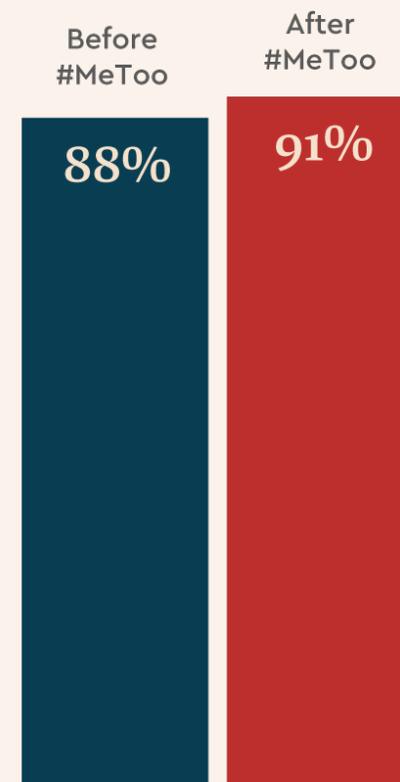
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From our statistics: not really.

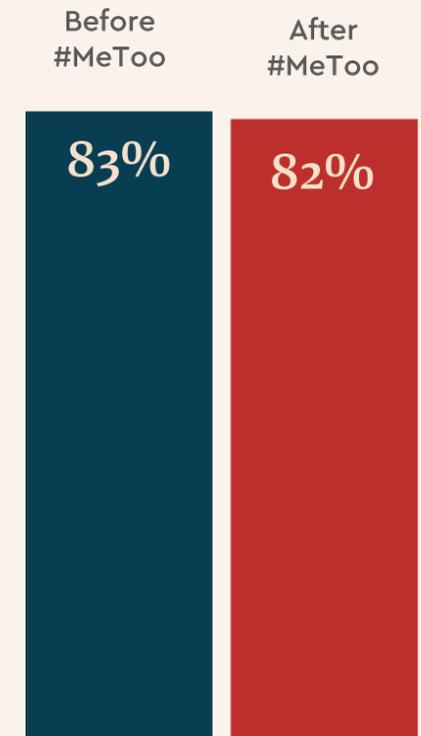
- Among workers who started in the sector after the #MeToo movement began in 2017, **87%** have experienced or witnessed sexual harassment.
 - That's close to the percentage of all respondents who have experienced or witnessed sexual harassment during their arts careers (**92%**).
- Workers who started within a few years of the #MeToo movement (i.e., 2014 to 2017) had similar experiences of sexual harassment before and after #MeToo.
 - These respondents had roughly equal time in the sector before and after #MeToo.

Experiences of sexual harassment for arts workers who started between 2014 and 2017

Witnessed sexual harassment



Experienced sexual harassment



Who has experienced and/or witnessed sexual harassment?

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- Some groups of respondents are more likely to have experienced and/or witnessed sexual harassment in their arts workplaces (see tables on page 20)
 - Unionized workers
 - Contract workers (whether self-employed or employed)
 - Women and transgender or gender diverse respondents
- There are smaller differences for many other demographic, occupation, and industry groupings.
- Francophones and Quebec residents were much less likely to report that they have experienced and/or witnessed sexual harassment than Anglophones and residents of other regions
 - Outside of Quebec, the percentages are similar between regions of Canada

Who has experienced and/or witnessed sexual harassment?

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- Analysis of women who have experienced and/or witnessed sexual harassment
 - Additional analysis, given the different composition of the samples from Quebec (much higher proportion of men) vs. other regions (much higher proportion of women)
- This proportion is also lower in Quebec than in other regions
 - Quebec: **87%** of women working in the arts have experienced and/or witnessed sexual harassment
 - Ontario: **96%**
 - Prairies: **93%**
 - British Columbia: **98%**
 - 42 women from the Atlantic region responded to the survey, a number that is not considered large enough for accurate crosstabulations. The proportion who have experienced and/or witnessed sexual harassment is not reported here.

Who has experienced and/or witnessed sexual harassment?

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Group of respondents	Percent
All respondents (N=1,075)	92%
Unionized	
Yes	94%
No	89%
Employment status	
Self-employed contract(s)	95%
Employed on contract(s)	93%
Permanent worker (whether self-employed or employed)	87%
Gender	
Transgender and gender diverse	95%
Woman	94%
Man	81%
Sexual orientation	
LGBTQ	93%
Heterosexual	92%

BIPOC	Percent
BIPOC	91%
Not BIPOC	92%
Disabled and/or Deaf	
Yes	95%
No	92%
Language	
Anglophones	95%
Francophones	81%
Region	
Atlantic	96%
Quebec	83%
Ontario	94%
Prairies	94%
British Columbia	96%

Age group	Percent
18 to 29	90%
30 to 39	94%
40 to 49	94%
50 and over	89%
Primary (current) occupation	
Performer	93%
Arts administrator/manager/educator	86%
Crew member	93%
Production worker	98%
Director/producer/choreographer	92%
Designer/screenwriter/playwright	91%
Have worked in film, TV and/or web series	
Yes	93%
No	90%
Have worked in (live) performing arts	
Yes	92%
No	92%

Who has personally experienced sexual harassment?

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- A large proportion of the arts workers that we surveyed
 - **82%** of survey respondents have been sexual harassed during their arts careers
- Some groups of respondents are more likely to have been sexual harassed in their arts workplaces (see tables on next page)
 - Unionized workers
 - Contract workers (whether self-employed or employed)
 - Women and transgender or gender diverse respondents
 - LGBTQ respondents
 - Respondents with a disability and/or who are Deaf
 - People who have worked in film / TV / web series
- Francophones and Quebec residents were much less likely to report that they have experienced sexual harassment than Anglophones and residents of other regions
 - Prairie residents: more likely than Quebec residents but less likely than residents of other regions to report that they have experienced sexual harassment

Who has personally experienced sexual harassment?

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Group of respondents	Percent
All respondents (N=1,075)	82%
Unionized	
Yes	85%
No	77%
Employment status	
Self-employed contract(s)	84%
Employed on contract(s)	85%
Permanent worker (whether self-employed or employed)	72%
Gender	
Transgender and gender diverse	88%
Woman	88%
Man	53%
Sexual orientation	
LGBTQ	88%
Heterosexual	80%

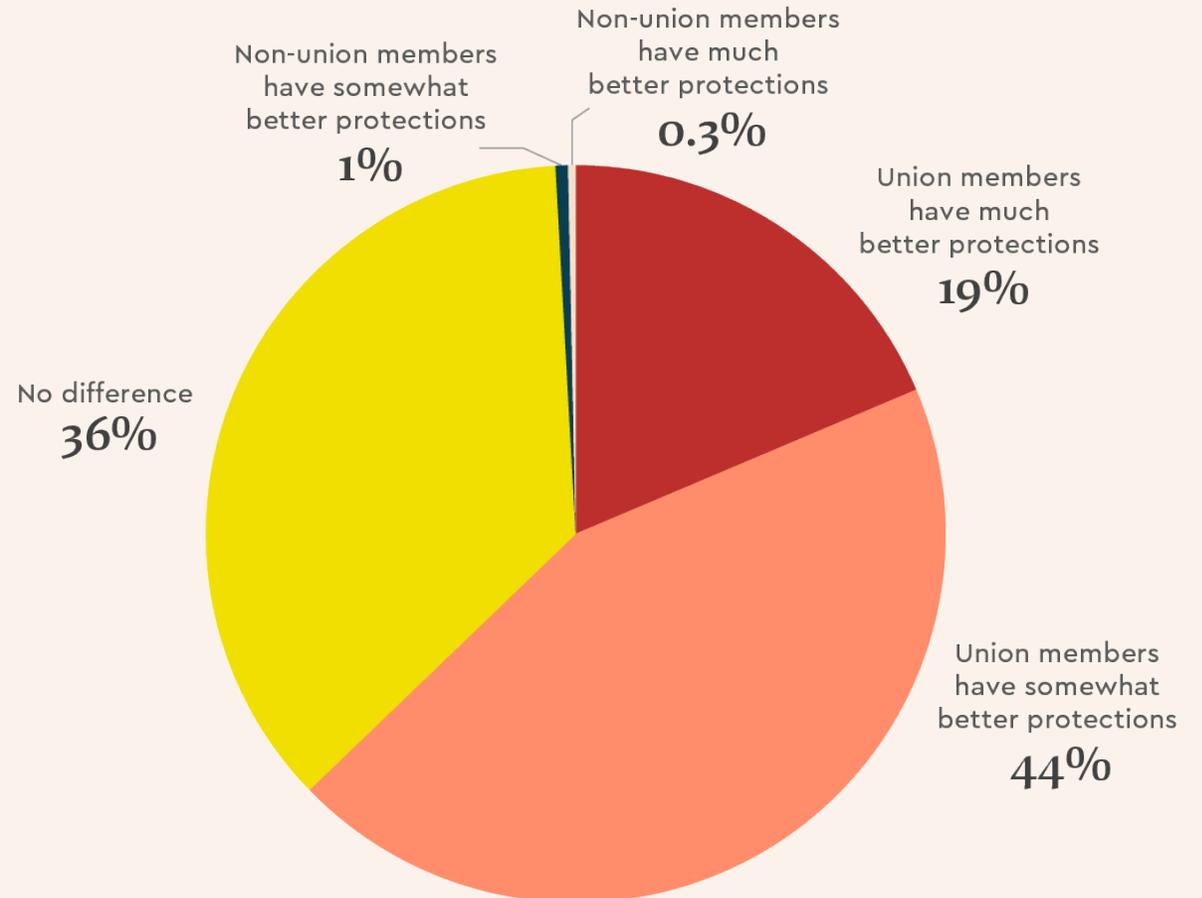
BIPOC	Percent
BIPOC	84%
Not BIPOC	81%
Disabled and/or Deaf	
Yes	92%
No	80%
Language	
Anglophones	86%
Francophones	65%
Region	
Atlantic	88%
Quebec	64%
Ontario	88%
Prairies	79%
British Columbia	90%

Age group	Percent
18 to 29	82%
30 to 39	83%
40 to 49	85%
50 and over	78%
Primary (current) occupation	
Performer	83%
Arts administrator/manager/educator	72%
Crew member	85%
Production worker	87%
Director/producer/choreographer	84%
Designer/screenwriter/playwright	78%
Have worked in film, TV and/or web series	
Yes	84%
No	78%
Have worked in (live) performing arts	
Yes	81%
No	83%

Who is perceived to have better protections against harassment?

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- Arts workers' perception is that unionized workers have better protections against harassment
 - Unionized workers: **63%**
 - Non-union workers: **1%**
 - No difference: **36%**
- However: unionized workers tend to report higher prevalence of sexual harassment
- Note that the perception question referenced "protections against harassment", which doesn't necessarily mean "prevention of harassment".



Source: 919 arts workers responding to the Aftermetoo survey of *The Change You Want to See*, 2020. Analysis by Hill Strategies Research.

Who has experienced and/or witnessed sexual assault?

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- About one-quarter of the arts workers that we surveyed
 - **27%** of survey respondents have experienced and/or witnessed sexual assault during their arts careers
- Some groups of respondents are more likely to have experienced and/or witnessed sexual assault in their arts workplaces (see tables on next page)
 - Self-employed contract workers more than employed contract workers, in turn more than permanent workers
 - Transgender or gender diverse respondents, as well as women
 - LGBTQ respondents
 - Respondents with a disability and/or who are Deaf
 - People who have worked in film / TV / web series
- Francophones and Quebec residents were much less likely to report that they have experienced and/or witnessed sexual assault than Anglophones and residents of other regions
 - Outside of Quebec, the percentages are fairly similar between regions

Who has experienced and/or witnessed sexual assault?

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Group of respondents	Percent
All respondents (N=1,075)	27%
Unionized	
Yes	26%
No	26%
Employment status	
Self-employed contract(s)	30%
Employed on contract(s)	24%
Permanent worker (whether self-employed or employed)	16%
Gender	
Transgender and gender diverse	37%
Woman	32%
Man	14%
Sexual orientation	
LGBTQ	37%
Heterosexual	24%

BIPOC	Percent
BIPOC	28%
Not BIPOC	28%
Disabled and/or Deaf	
Yes	48%
No	25%
Language	
Anglophones	29%
Francophones	19%
Region	
Atlantic	33%
Quebec	19%
Ontario	32%
Prairies	32%
British Columbia	28%

Age group	Percent
18 to 29	32%
30 to 39	31%
40 to 49	28%
50 and over	22%
Primary (current) occupation	
Performer	30%
Arts administrator/manager/educator	22%
Crew member	29%
Production worker	21%
Director/producer/choreographer	22%
Designer/screenwriter/playwright	27%
Have worked in film, TV and/or web series	
Yes	29%
No	23%
Have worked in (live) performing arts	
Yes	27%
No	24%

Who has personally experienced sexual assault?

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- One in every 5-6 arts workers that we surveyed
 - **18%** of survey respondents have been sexual assaulted during their arts careers
- Some groups of respondents are more likely to have been sexual assaulted in their arts workplaces (see tables on next page)
 - Contract workers (whether self-employed or employed)
 - Transgender or gender diverse respondents, as well as women
 - LGBTQ respondents
 - Respondents with a disability and/or who are Deaf
 - Performers, more than other occupation groups
 - People who have worked in film / TV / web series
- Francophones and Quebec residents were much less likely to report that they have experienced sexual assault than Anglophones and residents of other regions
 - Prairie residents: more likely than Quebec residents but less likely than residents of other regions to report that they have experienced sexual assault

Who has personally experienced sexual assault?

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Group of respondents	Percent
All respondents (N=1,075)	18%
Unionized	
Yes	19%
No	17%
Employment status	
Self-employed contract(s)	22%
Employed on contract(s)	15%
Permanent worker (whether self-employed or employed)	9%
Gender	
Transgender and gender diverse	33%
Woman	23%
Man	6%
Sexual orientation	
LGBTQ	28%
Heterosexual	17%

BIPOC	Percent
BIPOC	23%
Not BIPOC	19%
Disabled and/or Deaf	
Yes	35%
No	17%
Language	
Anglophones	20%
Francophones	12%
Region	
Atlantic	20%
Quebec	13%
Ontario	23%
Prairies	22%
British Columbia	20%

Age group	Percent
18 to 29	23%
30 to 39	21%
40 to 49	22%
50 and over	15%
Primary (current) occupation	
Performer	22%
Arts administrator/manager/educator	11%
Crew member	18%
Production worker	16%
Director/producer/choreographer	15%
Designer/screenwriter/playwright	17%
Have worked in film, TV and/or web series	
Yes	20%
No	15%
Have worked in (live) performing arts	
Yes	19%
No	17%

Who has experienced and/or witnessed stalking?

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- About one-quarter of the arts workers that we surveyed
 - **26%** of survey respondents have experienced and/or witnessed stalking during their arts careers
- Some groups of respondents are more likely to have experienced and/or witnessed stalking in their arts workplaces (see tables on next page)
 - Unionized workers
 - Contract workers (whether self-employed or employed)
 - Women
 - LGBTQ respondents
 - Respondents with a disability and/or who are Deaf
 - People who have worked in film / TV / web series
 - Residents of British Columbia
 - Francophones and Quebec residents were much less likely to report that they have experienced and/or witnessed stalking than Anglophones and residents of other regions

Who has experienced and/or witnessed stalking?

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Group of respondents	Percent
All respondents (N=1,075)	26%
Unionized	
Yes	29%
No	22%
Employment status	
Self-employed contract(s)	28%
Employed on contract(s)	28%
Permanent worker (whether self-employed or employed)	18%
Gender	
Transgender and gender diverse	21%
Woman	30%
Man	17%
Sexual orientation	
LGBTQ	31%
Heterosexual	25%

BIPOC	Percent
BIPOC	30%
Not BIPOC	27%
Disabled and/or Deaf	
Yes	41%
No	25%
Language	
Anglophones	29%
Francophones	13%
Region	
Atlantic	23%
Quebec	15%
Ontario	29%
Prairies	28%
British Columbia	38%

Age group	Percent
18 to 29	22%
30 to 39	26%
40 to 49	25%
50 and over	33%
Primary (current) occupation	
Performer	27%
Arts administrator/manager/educator	19%
Crew member	31%
Production worker	23%
Director/producer/choreographer	29%
Designer/screenwriter/playwright	23%
Have worked in film, TV and/or web series	
Yes	29%
No	21%
Have worked in (live) performing arts	
Yes	26%
No	25%

Who has been stalked?

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- One in every 7 arts workers that we surveyed
 - **14%** of survey respondents have been stalked during their arts careers
- Some groups of respondents are more likely to have been stalked in their arts workplaces (see tables on next page)
 - Unionized workers
 - Contract workers (whether self-employed or employed)
 - Women
 - BIPOC respondents
 - Respondents with a disability and/or who are Deaf
 - People who have worked in film / TV / web series
 - Residents of British Columbia
 - Francophones and Quebec residents were much less likely to report that they have been stalked than Anglophones and residents of other regions

Who has been stalked?

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Group of respondents	Percent
All respondents (N=1,075)	14%
Unionized	
Yes	16%
No	12%
Employment status	
Self-employed contract(s)	16%
Employed on contract(s)	15%
Permanent worker (whether self-employed or employed)	8%
Gender	
Transgender and gender diverse	12%
Woman	18%
Man	5%
Sexual orientation	
LGBTQ	17%
Heterosexual	14%

BIPOC	Percent
BIPOC	20%
Not BIPOC	15%
Disabled and/or Deaf	
Yes	26%
No	14%
Language	
Anglophones	16%
Francophones	9%
Region	
Atlantic	12%
Quebec	9%
Ontario	16%
Prairies	18%
British Columbia	20%

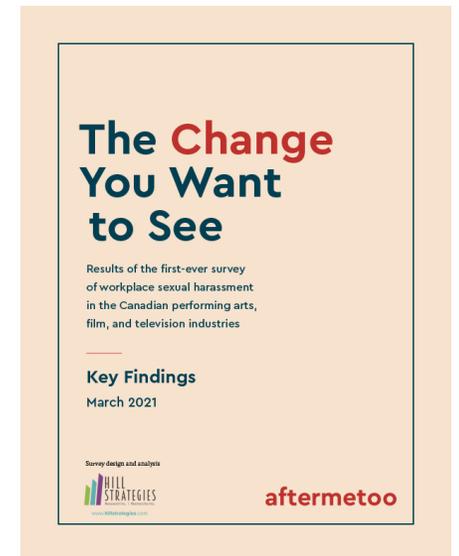
Age group	Percent
18 to 29	14%
30 to 39	15%
40 to 49	14%
50 and over	17%
Primary (current) occupation	
Performer	16%
Arts administrator/manager/educator	9%
Crew member	17%
Production worker	13%
Director/producer/choreographer	14%
Designer/screenwriter/playwright	11%
Have worked in film, TV and/or web series	
Yes	16%
No	11%
Have worked in (live) performing arts	
Yes	15%
No	13%

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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