

The Hire
Survivors
Hollywood®
Toolkit
2024

The Hire Survivors Hollywood[®] Toolkit 2024

ABOUT US: Page 2

PLEDGE: Page 3

INTRODUCTION: Page 4

DEVELOPMENT: Page 5

PRE-PRODUCTION: Page 11

PRODUCTION: Page 19

POST-PRODUCTION: Page 24

RELEASE: Page 29

CONTACT INFO: Page 31

LINKS: Page 32

Hire Survivors Hollywood®

Founded by actor, writer, filmmaker, and Weinstein Survivor Sarah Ann Masse, **Hire Survivors Hollywood** is an organization that works to end career retaliation against survivors of sexual violence in the entertainment industry by encouraging those in positions of power to pledge to hire Survivors and Silence Breakers.

We are creating opportunities for survivors - both above and below the line - to find work in an industry that has both overtly and covertly retaliated against them for the harm their abusers have caused.

This [profile in Variety](#) does a good job of showcasing some of the many tangible ways we've been able to help our industry create opportunities for survivors, even in just the first few years. We've grown even more since and are keen to identify new partners to help expand this essential work.

The goal of **Hire Survivors Hollywood** is for those in positions of power to give a fair chance (auditions, meetings, interviews, opportunities) to those who have been marginalized. By doing so we create a safer, more equitable world; better representation and inclusivity on screen and behind the camera; and encourage those who have faced sexual violence to come forward without fear of damage to their careers. We know that if survivors of sexual violence who have yet to speak up see those who have already come forward being punished for telling the truth, it will make them less likely to come forward, which saddles them with the burden of silence and makes the industry less safe for everyone.

Hire Survivors Hollywood®

Many filmmakers and industry professionals are dedicated to the **Hire Survivors Hollywood** mission, have utilized this toolkit, have utilized our consulting services, and have taken the **Hire Survivors Hollywood pledge**:

I pledge to build a safer, more equitable industry by giving opportunities, auditions, & interviews to survivors & Silence Breakers. I'll never retaliate against anyone for coming forward about sexual violence. I pledge to hire survivors.



L to R Ashley Merriman, Rowena Chiu, Sarah Ann Masse, Adam Shapiro at Hire Survivors Hollywood's screening of SHE SAID for the survivor community

Hire Survivors Hollywood[®]

On the following pages, you will find a **comprehensive toolkit** that we have created to assist stakeholders in putting the **Hire Survivors Hollywood** pledge into action, at every step of production, from development to release. This is a living document that will change and grow with ongoing input from the survivor community.

As consultants and advocates, our efforts have ensured countless survivors have been interviewed, auditioned, and employed within their fields of expertise. Through collaborative partnerships and consultations with companies and industry leaders, we offer valuable tools, guidelines, protocols, trainings, and best practices for fostering a secure and equitable working environment.

Please use this toolkit as a guide - and jumping off point - to hire survivors and to make your work environments safer and more equitable for all. But please also **reach out to us directly** to see how **Hire Survivors Hollywood's** comprehensive consultation services, survivor talent database, custom trainings, and more can help you put these tools into action today.

Hire Survivors Hollywood® Toolkit

Development

Supporting Survivors In The Development Phase

Survivors and Silence Breakers deserve to be empowered to share their stories - whether they're survivor-related or not - and be hired to develop their work. Regardless of past credits - and especially since many survivors and Silence Breakers have faced career retaliation - filmmakers should meet with self-identified survivors for general meetings and pitches. Hire Survivors Hollywood can help you prioritize writers who are survivors when choosing material to develop, and if a story being told pertains to survivor issues, we can connect you to survivors as consultants!

“No projects should profit off of survivor's stories without survivor involvement, especially while so many survivors have been retaliated against for coming forward.”

Sarah Ann Masse - Actor, Writer, Filmmaker, Founder of Hire Survivors Hollywood

**DEAR HOLLYWOOD,
NO STORIES
ABOUT SURVIVORS
WITHOUT
SURVIVORS**

Hire Survivors Hollywood[®] Toolkit

DEVELOPMENT

Supporting Survivors In The Development Phase

Here are some quantifiable steps you can take to ensure you're supporting survivors in the development phase. Hire Survivors Hollywood can assist with these steps, or connect you to the people and resources you might need to complete them!

Accepting Unsolicited Material Part 1

- **Actively seek out and accept queries, loglines, materials, and more from self-identified survivors. Hire Survivors Hollywood can help you design and implement all of the following suggestions:**
- **It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.**
- **Create a “submissions” section of your website in which submission guidelines are clearly laid out. For example: a release that must be completed and signed that will be sent along with the script.**
- **On this submissions page, indicate that the stakeholder is actively seeking materials from historically marginalized groups including (but not limited to) BIPOC; LGBTQ+; Disabled People; Survivors of Sexual, Physical, and Emotional Abuse; and Silence Breakers.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**

95% of entertainment workers said resources (e.g. helpline, website, etc.) would be most valuable to prevent harassment.

The Hollywood Commission Survey

Hire Survivors Hollywood[®] Toolkit

DEVELOPMENT

Supporting Survivors In The Development Phase

Accepting Unsolicited Material Part 2

- **Create a press release to alert trades announcing the stakeholder's partnership with Hire Survivors Hollywood and their commitment to providing opportunities to survivors and Silence Breakers.**
- **Send out a similar notice to all appropriate professionals such as agents, managers, casting directors, unions, and more, to encourage them to submit their clients - and inform their members - of your new efforts.**
- **Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.**

“I truly believe the work Hire Survivors Hollywood is doing is not only a way to combat blacklisting, but one of the only ways to create a safer industry overall. The more we create trauma informed spaces in the entertainment industry and promote the people who deserve it, the less spaces will exist that not only allow but welcome predators like Eric Weinberg.”

Claire Wilson, survivor and photographer

65% of entertainment workers believe an online space for survivors of sexual violence working in entertainment - to facilitate creative collaboration - would be useful.

The Hollywood Commission Survey

Hire Survivors Hollywood[®] Toolkit

DEVELOPMENT

Supporting Survivors In The Development Phase

Evaluating Material

- Put an emphasis on choosing material submitted by survivors. Hire Survivors Hollywood can help you design and implement all of the following suggestions:
- Make sure your readers, department heads, or other folks with hiring power evaluate material based on the quality of the idea, writing, and potential, and not solely on past successes, credits, or name recognition (this is particularly important because so many survivors and Silence Breakers have faced retaliation and other career delays or lack of opportunities that make it more difficult for them to have already acquired “impressive” credits).
- Make sure you have folks who are trauma informed and familiar with issues surrounding survivors and survivor stories evaluating the materials. It is essential that stories - whether they are specifically about abuse or not - begin to be told through the lens of those who have not had as many opportunities to have their stories told, allowing for stories to move away from damaging stereotypes and tropes.
- While it is important to make “issues” films and shows about subjects such as abuse, it is also important to hire survivors and Silence Breakers to create all sorts of stories. Their unique perspective on the world will translate to all genres/subject matter and will lead to fewer harmful stereotypes and tropes across all media. If a self identified survivor submits an action comedy script, give it as much honest consideration as you would if they submitted a drama about domestic violence. To borrow a rallying cry from our disabled siblings, there should be no stories about us, without us. But survivors should not be limited to **only** creating stories about abuse.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed and respectful at every point in the hiring process.
- Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company and projects.
- Send out a similar notice to all appropriate professionals such as agents, managers, casting directors, and unions to encourage them to submit their clients - and inform their members - of the your new efforts.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood’s Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.

Hire Survivors Hollywood® Toolkit

DEVELOPMENT

Supporting Survivors In The Development Phase

Developing Material

- Hire writers and consultants on stories specifically pertaining to survivor issues/survivor stories and hire survivors for all manner of projects. Hire Survivors Hollywood can help you design and implement all of the following suggestions for implementation:
- If you're telling a story that involves sexual, emotional, or physical violence, rape culture, misogyny, victim blaming, and other issues pertaining to the survivor community, ensure that the story is being told by those who have actual experience as a survivor or Silence Breaker. If a script that has already been optioned or purchased was written by someone who doesn't self-identify as a survivor, hire an additional writer who is a survivor to collaborate or re-write; or at bare minimum hire consultants from the survivor community and pay them a fair wage and credit them properly to do a sensitivity read, notes session, etc.
- Regardless of the subject matter of the project, when stakeholders are giving notes, do so from a trauma informed perspective and do not encourage the inclusion of harmful stereotypes or tropes. This is another area where co-writers, consultants, and/or sensitivity readers from the survivors community are essential.
- Hire survivors and Silence Breakers for projects that are not solely "survivor stories" and include them at all stages of development.
- Regardless of who wrote the project - or the subject matter of a project - hire survivors as consultants and sensitivity readers.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.

"Our film has changed a lot since its conception and has become a braver and braver story. We decided if we're going to put our personal resources and give our all to make a movie, it might as well be the boldest version of what we want to say. And if our script is going to tackle conflicting material, we want actors on board who are ready to use their voices for the greater good. We believe aligning with survivors surrounds us with people who are not only talented but have a depth and strength of character. It's about us opening doors, sure, but it's us who are ultimately blessed. At the end of the day, everything, and I mean everything, is about the people with whom you surround yourself, and the "WHY" of it all."

Blaize Hall - Actor, Writer, Director

Hire Survivors Hollywood® Toolkit

DEVELOPMENT

Supporting Survivors In The Development Phase

General Meetings and Pitches

- Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions for implementation:
- Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company or projects.
- Send out a similar notice to all appropriate professionals such as agents, managers, casting directors, and unions to encourage them to submit their clients - and inform their members - of your new efforts.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.
- Make active efforts to set up generals and/or pitch meetings with those who have submitted their materials to you via your website or other channels. For every non-survivor you set up a meeting with, set up a meeting with a survivor.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.

75% of employees who spoke out against workplace mistreatment faced some form of retaliation.

The Hollywood Commission Survey

“I dedicate this story to every single survivor of sexual assault.”

Michaela Coel in her acceptance speech after she became the first Black woman to win the Emmy award for Outstanding Writing for a Limited or Anthology Series or Movie for her HBO drama, "I May Destroy You," which she wrote, directed, and starred in. The series is inspired by Coel's experience of being a survivor of sexual assault.

Hire Survivors Hollywood[®] Toolkit

Pre-Production

Set a new industry standard. Pledge to hire survivors.

Production companies, filmmakers, and everyone who works in the entertainment industry should pledge to build a safer, more equitable industry by giving opportunities, auditions, and interviews to survivors and Silence Breakers. This includes never retaliating against anyone for coming forward about sexual violence, and committing to hiring on-camera talent, as well as department heads, crew, producers, directors, writers, showrunners, editors, composers, casting directors, and more.

“I’ve taken the Hire Survivors Hollywood pledge since working alongside Sarah Ann Masse on our upcoming project R Culture. I continue with the pledge and affirmation as I will have my doors open for many of my upcoming projects for any and all survivors, giving them equal opportunity. Prior to Hire Survivors Hollywood, I’ve always pushed for having an intimacy coordinator, and other measures that make our sets safe for all, which is why it was easy for me to agree with what Hire Survivors was doing. I support them and encourage others to do the same.”

Alexa Polar - Writer, Director, Founder of Female Filmmakers Fuse, Member of the Alliance of Women Directors, Founder of Butterfly Angel Entertainment



Hire Survivors Hollywood® Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

Here are some quantifiable steps you can take to ensure you're supporting survivors in the hiring phase. Hire Survivors Hollywood can assist with these steps, or connect you to the people and resources you might need to complete them!

Hire survivors for all positions, roles, and departments

- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.
- For all positions, roles, and departments it is essential to identify those who have publicly come forward as survivors and Silence Breakers and then have the appropriate folks (producer, director, department head, casting director, etc.) reach out to them for interviews, meetings, or auditions.
- For all positions, roles, and departments it is essential to create a submissions system by which self identifying survivors who may, or may not, have come forward publicly can be considered for any and all job openings at your company or for a particular project or production.
- For all positions, roles, and departments it is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.
- For all positions, roles, and department professional representatives (agents, managers, etc.) should be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.
- For all positions, roles, and departments, at no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed and respectful at every point in the hiring process.
- For all positions, roles, and departments it is essential that folks be informed ahead of time of any potentially triggering materials/subject matter they may come into contact with during the project. For example, if an actor will have to audition with a scene that involves sexual violence, that should be indicated in the casting notice.
- For all positions, roles, and departments it is essential to make sure that survivor representation is intersectional (e.g. survivors who are Disabled, BIPOC, LGBTQIA+, from Indigenous Communities, etc.).
- For all positions, roles, and departments: similar to other DEI(A) initiatives, you should begin tracking how many folks you interview/audition and hire in each department/role and/or on each project from the survivor community with the aim of creating equitable hiring standards.

Hire Survivors Hollywood® Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

Department Heads

- Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions for implementation:
- It is essential that at least some Department Heads - on all projects - come from the survivor community. Survivors and Silence Breakers need to be represented in all areas of our industry in order for us to create a safer, more equitable Hollywood. Many department heads have not come forward publicly about their abuse due to fear of retaliation or seeming “weak”.
- It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.
- Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company or projects.
- Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood’s Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.

395: The number of women who have come forward regarding sexual harassment and misconduct at the hands of director James Toback.
0: The number of survivors who were allowed justice. The Filmmaker will serve no time because of the Statute of Limitations.

The LA Times

Hire Survivors Hollywood[®] Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

Crew

- Crew members are often extremely vulnerable to abusive situations and there are many crew members who have been subjected to abuse that have not come forward publicly due to fear of retaliation.
- Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions:
- It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.
- At no point is it appropriate to require any self-identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.
- Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company or projects.
- Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self-identify and be submitted for all our partner projects.
- While we don't require stakeholders to hire someone simply because they are a survivor, we do ask our stakeholders to ensure that any submissions that indicate someone is a self-identified survivor will have all materials reviewed by the appropriate people e.g. Casting Director, Department Head, Showrunner, etc.

“Survivors are more than brave; they’re also talented. And they deserve the opportunity to showcase those talents. In fact, that’s all they ever wanted.”

Nell Scovell, TV Writer & Author

Hire Survivors Hollywood® Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

For Film: Producers, Directors, Writers

- **Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions:**
- **It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**
- **Any projects which deal with survivor issues (e.g. sexual violence, rape culture, domestic abuse, etc.) should always hire survivors and Silence Breakers as essential members of the creative team and crew, both above and below the line so that these stories ring true, do no harm, and so no stories about us are being made without us. For projects that do not obviously deal with survivor issues, it is just as important to be inclusive of survivors both above and below the line, so that these survivors, who face significant career setbacks and often face retaliation, are having equal opportunities to work in their field of expertise and are not forever being defined by their abuse.**
- **Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company or projects.**
- **Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.**
- **Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.**
- **While we don't require stakeholders to hire someone simply because they are a survivor, we do ask our stakeholders to ensure that any submissions that indicate someone is a self-identified survivor will have all materials reviewed by the appropriate people e.g. Casting Director, Department Head, Showrunner, etc.**

“Survivors of sexual harassment and assault in the entertainment industry have faced blacklisting and retaliation for too long. We must commit to uplift the voices of survivors who speak out against abuse and support them in sustaining the careers they deserve. Hire Survivors Hollywood is an important initiative that holds decision makers accountable and fosters the respect and care that survivors deserve.”

Hire Survivors Hollywood® Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

For TV: Showrunners, Writers, Directors

- **Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions for implementation:**
- **It is essential to make it known that the stakeholder's project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**
- **It is essential that any projects which deal with survivor issues (e.g. sexual violence, rape culture, domestic abuse, etc.) always hire survivors and Silence Breakers as essential members of the creative team and crew, both above and below the line so that these stories ring true, do no harm, and so no stories about us are being made without us. For projects that do not obviously deal with survivor issues, it is just as important to be inclusive of survivors both above and below the line, so that these survivors, who face significant career setbacks and often face retaliation, are having equal opportunities to work in their field of expertise and are not forever being defined by their abuse.**
- **It is particularly important that your writers rooms are staffed with a diverse group of people (including survivors) in order to tell stories that honestly, and positively, reflect our world.**
- **The stakeholders should not require their staff writers who also happen to be survivors (or happen to be from any other historically marginalized group) to do sensitivity reads for them. A sensitivity reader should be a separate, paid position.**
- **Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company or projects.**
- **Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.**
- **Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.**
- **While we don't require stakeholders to hire someone simply because they are a survivor, we do ask our stakeholders to ensure that any submissions that indicate someone is a self-identified survivor will have all materials reviewed by the appropriate people e.g. Casting Director, Department Head, Showrunner, etc.**

Hire Survivors Hollywood® Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

Casting Survivors

- Consider self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions for implementation:
- It is essential to make it known that the stakeholder's project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.
- Create a casting call to go out to Casting Networks/LA Casting, Actors Access, etc. for the project, as well as to SAG-AFTRA. List all open roles and encourage self identifying survivors and Silence Breakers to apply.
- Mention your partnership with Hire Survivors Hollywood. Please use your casting notices, breakdowns, websites, press releases, and social media posts to communicate directly with professional representatives, actors, producers, studios, execs, etc. regarding your commitment to creating opportunities for survivors, hiring survivors, and helping to create a safer, more equitable working environment.
- When putting casting notices up on Breakdown Services, indicate that agents and managers should submit any of their clients who are self identified survivors or Silence Breakers.
- Create a curated list of survivors and Silence Breakers who might fit the open roles that are being cast. Reach out to the survivor's reps, or to them directly, with an audition request or offer.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.
- Everyone should have the opportunity to self identify as a survivor in your submission notes and to indicate their interest in working on projects that are specifically making an effort to center survivors, give them opportunities, and create safer, more equitable working environments.
- While we don't require stakeholders to hire someone simply because they are a survivor, we do ask our stakeholders to ensure that any submissions that indicate someone is a self-identified survivor will have all materials reviewed by the appropriate people e.g. Casting Director, Department Head, Showrunner, etc.

Hire Survivors Hollywood[®] Toolkit

PRE-PRODUCTION

Identify, locate, interview, and hire survivors and Silence Breakers in all departments and positions.

Casting Survivors

Here is a sample draft of potential language to be used for casting calls and breakdowns and/or hiring notices:

We've partnered with Hire Survivors Hollywood, an organization started by Weinstein Silence Breaker Sarah Ann Masse, which works to end retaliation against survivors of sexual violence by increasing employment opportunities for survivors and by creating a safer, more equitable entertainment industry for all.

We are actively seeking to hire survivors on our production. So, if you identify as a survivor, please feel free to mention that in your submission.

Note: we will never ask you to disclose the details of your abuse and identifying as a survivor in your submission is completely optional. We just want you to know you are welcome here.

62% of entertainment workers believe an opt in database of survivors in the entertainment industry that refers survivors for jobs on projects that have pledged to create safe, equitable working environments (such as the Hire Survivors Hollywood Survivor Talent Database) would be useful.

The Hollywood Commission Survey

“The fight to achieve gender equality in Hollywood is also the fight to end gender-based violence and harassment in Hollywood. We have to go beyond improving the numbers of women hired on a production, and examine what we are all doing to ensure those workplaces are free of harassment.”

Andria Wilson Mirza, Director of ReFrame

Hire Survivors Hollywood[®] Toolkit

Production

Supporting Survivors In The Production Phase

Creating safe sets cannot wait, and this includes prioritizing the physical, mental, and emotional well-being of survivors and Silence Breakers. Hiring survivors and Silence Breakers is an essential step in remaking Hollywood to be equitable for all. However, it is essential that the work environments you bring survivors into are safe, trauma informed, and equitable.

“The industry tolerates bad behavior by powerful people. Producers, actors, and above the line individuals are rarely held accountable for tyrannical behavior. A production works at the whims of those in power, and those below the line have very little recourse to complain or to have their complaints addressed. I have seen people relocated, fired or pushed out rather than have the powerful aggressor censured.”

Anonymous Hollywood Commission Survey Respondent

“It’s no secret that our industry was very unsafe for actors. A lot of it wasn’t malicious, but it was uninformed. If you don’t have intentions to keep actors and actresses safe when they’re simulating sex, or info on how to do that, then everyone is sort of winging it. My goal is that you don’t have to feel someone else’s genitals at work if you don’t want to; we make sure we advocate for actors and actresses when they feel too vulnerable or unsure to do it themselves.”

Elizabeth Talbot - Intimacy coordinator, Intimacy Directors International

**DEAR
HOLLYWOOD,
SAFE SETS
CANNOT
WAIT**

Hire Survivors Hollywood[®] Toolkit

PRODUCTION

Supporting Survivors In The Production Phase

Here are some quantifiable steps you can take to ensure you're creating a safe set. Hire Survivors Hollywood can assist with these steps, or connect you to the people and resources you might need to complete them!

Steps For A Safe Set Part 1

- **Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions:**
- **It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**
- **Hire trauma trainers/educators to train all cast, crew, office staff, etc. in trauma informed practices prior to production beginning and at regular intervals for both new hires and current staff. This allows for "power with" - not "power over" - dynamics (a concept introduced to HSH by [Louise Godbold](#)) in which survivors have autonomy and safety and allows for common agreements to be reached amongst all co-workers. It also creates clear guidelines and reduces opportunities for abuse.**
- **Update your sexual harassment trainings to be trauma informed and survivor focused. Ensure that there are independent, confidential ways for any person to report any type of abuse or safety issue in the workplace.**
- **Hire intimacy coordinators for nude, intimate, hyper-exposed work. Intimacy coordinators should be hired for all forms of intimacy (sexual, familial, fraternal) and should also be utilized in post-production.**

Hire Survivors Hollywood® Toolkit

PRODUCTION

Supporting Survivors In The Production Phase

Here are some quantifiable steps you can take to ensure you're creating a safe set. Hire Survivors Hollywood can assist with these steps, or connect you to the people and resources you might need to complete them!

Steps For A Safe Set Part 2

- **Hire accessibility coordinators. An accessible set is a safe set for everyone, disabled or not. However 25% of American adults are disabled. It should also be standard to ask for accommodation requests for all hires after contracts have been signed.**
- **Have an on set therapist/mental health professional available to help those who may become triggered from sensitive subjects that the stakeholder's project/production may be dealing with.**
- **Have a "safe zone" in your post-production spaces for people to go to for rest, decompression, or taking a few moments to deal with a trigger or activation that may come up. Have a "safe zone" on set for people to go to for rest, decompression, or taking a few moments to deal with a trigger or activation that may come up. If safe zones are not practicable for any reason - build breaks into the schedule for all cast and crew after working on any hyper-exposed, intimate, or potentially traumatizing material. Build in regular breaks for all cast and crew in general throughout the day to ensure the physical and mental safety of all.**

“What Hire Survivors Hollywood is doing is shining a light in those dark corners, and trying to take away that shame, and trying to create sets - and other places - that are safe.”

Lisa Zambetti, CSA Casting Director

Hire Survivors Hollywood[®] Toolkit

PRODUCTION

Supporting Survivors In The Production Phase

On-set Training and Pipeline Programs Part 1

- Many survivors and Silence Breakers have not gotten the same opportunities to train or be mentored as those who have not faced abuse. Additionally, survivors are a very diverse group of people and are often from more than one traditionally marginalized group. Creating opportunities for training and shadowing within your company or production will ensure that survivors are being considered for exciting job opportunities because they have gotten the opportunity to train, network, and be exposed to those in positions to hire them.
- Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions:
- Encourage self identifying survivors to submit to all of your existing DEIA programs. Survivors are a historically marginalized group and should be treated as such. In addition, stakeholders should add the “A” (accessibility) to their DEI programs and initiatives. The lack of disability representation in our industry is something that needs to be addressed, and many survivors are also disabled, sometimes becoming disabled as a result of their abuse and trauma.
- Create new initiatives to bring in survivor (and other traditionally marginalized) talent such as director shadowing programs, talent searches, showcases, writers room apprenticeships, and more. Ensure that these programs actually offer tangible benefits to those participating and are not simply glorified unpaid runners or assistants. Consider adding a stipend or pay to these new programs (and existing programs) and create showcase and hiring opportunities at the end of these programs.
- Create training to hiring pipelines in which folks who have been a part of your DEIA, or similar programs, have active opportunities to be considered and hired for jobs at your company/on your projects.
- Create an active alumni group for all participants in such programs with peer support, mentoring from industry professionals, access to job listings/casting announcements, etc.

61% of entertainment workers believe that fellowships, training programs, shadowing programs, festivals, auditions, job openings, etc. that are specifically seeking and/or are inclusive of survivors would be useful.

The Hollywood Commission Survey

Hire Survivors Hollywood® Toolkit

PRODUCTION

Supporting Survivors In The Production Phase

On-set Training and Pipeline Programs Part 2

- It is essential to make it known that the stakeholder’s project, company, production, etc. is committed to training and hiring survivors and to creating a safe and equitable work environment for all.
- At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.
- Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company, projects, or programs, etc.
- Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.
- Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood’s Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.

“I was very concerned going into our shoot featuring several brave women who had agreed to be photographed in a story about their abuser. I did not feel equipped in ensuring the shoot environment would be safe and not cause more harm, and was beyond relieved to be introduced to Sarah who sourced hair and makeup artists who were not only survivors, but very talented, as well as a specialized counselor to be available for the subjects. Each of these people were incredible assets to the shoot, and invaluable in making it feel as safe as possible. I am thrilled to know Sarah now as a resource for amazing talent who can be trusted on set.”

Ash Barhamand, Visual Media Director at The Hollywood Reporter speaking about her experience organizing a Hollywood Reporter photoshoot featuring survivors that Hire Survivors Hollywood helped facilitate

Hire Survivors Hollywood[®] Toolkit

Post-Production

Supporting Survivors In The Post-Production Phase

The commitment to creating safe, equitable work environments cannot end when production wraps. We must prioritize the physical, mental, and emotional well-being of survivors and Silence Breakers who work in post-production. Hiring survivors and Silence Breakers is an essential step in remaking Hollywood to be equitable for all. However, it is essential that the work environments you bring survivors into are safe, trauma informed, and equitable.

“Hire Survivors Hollywood was instrumental in connecting me to the crew members I was looking to hire. I was consistently impressed by the skill, experience, and generosity of the people who were recommended to me. Hire Survivors Hollywood made my job as a producer so much easier by saving me a ton of time during the hiring process. I can’t imagine having gone through pre-production without their help. Hire Survivors Hollywood enabled me to be a part of the solution and help create a film industry that does right by survivors and silence breakers.”

Josh Wallace CEO, Founder at Podium Entertainment LLC

“Having the opportunity to be on set for this shoot demonstrated the radical change that is possible in this industry. Every person on set expressed how the presence of a therapist shifted the tone of the shoot and created a sense of safety. Although I was there primarily to support the survivors at the center of the story, my presence represented THR’s commitment to care for everyone, including the makeup artists, assistants, and the photographer.”

Ashley Merriman, ASW and Women in Film Hotline Manager speaking about her experience working as a trauma therapist on set of a Hollywood Reporter Photoshoot with survivors that Hire Survivors Hollywood helped facilitate

Hire Survivors Hollywood® Toolkit

POST-PRODUCTION

Supporting Survivors In The Post-Production Phase

It's important to ensure survivors have the opportunity to be hired for - or assist with - the post production processes. And if you've followed the guidance in the pre-production and production sections, you will have survivors on your post-production team. Here are some quantifiable steps you can take to ensure you're creating a safe post-production environment. Hire Survivors Hollywood can assist with these steps, or connect you to the people and resources you might need to complete them!

Steps For Safe Post-Production Part 1

- **Meet with self-identified survivors, regardless of their past credits or cachet. Hire Survivors Hollywood can help you design and implement all of the following suggestions:**
- **It is essential to make it known that your project, company, production, etc. is committed to hiring survivors and creating a safe and equitable work environment for all.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**
- **Put out a press release indicating your partnership with Hire Survivors Hollywood with a call to action encouraging survivors and Silence Breakers to actively submit to your company, projects, or programs, etc.**
- **Send out a similar notice to all appropriate professionals such as agents, managers, unions to encourage them to submit their clients - and inform their members - of your new efforts.**
- **Professional representatives (agents, managers, etc.) should also be encouraged to send information about Hire Survivors Hollywood's Survivor Talent Database to their entire roster so they have the opportunity to self identify and be submitted for all our partner projects.**
- **Whether or not you are aware of any self-identified survivors working on your project, it is paramount to alert everyone to the material they will be working on/with. E.g. should a survivor be hired to edit/color/compose for material that may be triggering, activating, or sensitive, they should be alerted to when and where they may experience such material (i.e. which dailies they will be seen in, the code of the footage/sound) and those individuals should be allowed to hand such scenes off to a secondary professional should they require. Employers must understand that the inability to sit with a challenging scene should not disqualify and artist from lending their talents to a project.**

Hire Survivors Hollywood[®] Toolkit

POST-PRODUCTION

Supporting Survivors In The Post-Production Phase

Steps For Safe Post-Production Part 2

- **Have a trauma therapist and/or mental health professional available to help those who may become triggered or activated by sensitive subjects that the stakeholder's project/production may be dealing with.**
- **When working with intimate, hyperexposed, or sensitive footage, we encourage employing the assistance of the production intimacy coordinator to ensure the wishes of the performer are upheld throughout the post-production process. It is possible that the camera has captured footage, actions, angles, body parts, etc. that did not feel good or right to the performer in question, and so it remains paramount that the intimacy coordinator is able to report whether that footage is consensual and aligned with what was communicated to them on set by the performers. We also encourage the use of a post-production intimacy coordinator to help weave sensitive, intimate, hyperexposed, or triggering scenes into the final narrative. This extra set of eyes can shed light on how the scene will be understood by audiences and handle any footage and exposure with care.**
- **Have a "safe zone" in your post-production spaces for people to go to for rest, decompression, or taking a few moments to deal with a trigger or activation that may come up. Have a "safe zone" on set for people to go to for rest, decompression, or taking a few moments to deal with a trigger or activation that may come up. If safe zones are not practicable for any reason - build breaks into the schedule for all post-production crew after working on any hyper-exposed, intimate, or potentially traumatizing material. Build in regular breaks for all post-production crew in general throughout the day to ensure the physical and mental safety of all.**
- **Timelines: Although post production flow is different from production timelines it should still be noted that this is an easy place for triggers, activations, and issues to arise. Creating a collaborative timeline with your team ahead of time can create security and ease with the flow. We also recommend engaging a trauma therapist in this meeting or discussion to support the potential needs of survivors, respecting that the pressures and constraints of too rigorous a schedule can be in conflict with the post-traumatic nervous system. Find a flow that the entire team can agree upon, including regularly scheduled communication check-ins so that all timelines are clear and attainable. Something to note is that often the role of editor requires hours of sedentary activity face to face with a computer screen. Assuring timelines are achievable can allow a survivor to take this position while also prioritizing their mental health.**

Hire Survivors Hollywood® Toolkit

POST-PRODUCTION

Supporting Survivors In The Post-Production Phase

Steps For Safe Post-Production Part 3

- We encourage you to include - in your final edit - a sensitivity warning e.g. CW or TW for your future audiences. These can run as banners or warnings at the beginning of your material informing the audience that they can expect triggering or sensitive material in what they are watching to inform the consent of the viewer and allow them to approach the material when they and their nervous system are ready. Triggering and activating material can be debilitating to sensitive groups, and having it sprung on them without their expectation can be damaging and even retraumatizing. Giving these warnings allows audiences to decide to continue, or prepare themselves emotionally and mentally for what they may see, lessening the negative impact and potential harm that could be caused.
- We believe in discretion and communication around the final cut of a work, especially if it includes sensitive or intimate scenes. If you worked with an intimacy coordinator we encourage you to bring them back - along with the director and performer - to ensure intimate and sensitive scenes feel aligned to the image and portrayal consent given by performers. We also encourage this practice with the edits of documentary films to ensure subjects feel properly represented and protected in their identities and work.

“This is life or death, this is incredibly important, and so much money is being spent on lesser issues in this business.”

Andria Wilson Mirza, Director of ReFrame, discussing the importance of the work of Hire Survivors Hollywood

Hire Survivors Hollywood[®] Toolkit

Release

Using Your Work For Social Good by connecting and engaging with your audiences to make an impact.

Filmmakers have the opportunity to make a social impact by hiring survivors to create honest portrayals of their experiences, as well as shift the public narrative to help educate viewers about rape culture, rape myths, career retaliation, and more. By providing proper resources that pertain to the subject matter of their work, filmmakers can connect their audiences with the agencies and services they may need.

“In the current moment, the value of inclusion is clear. As audiences demand more storytelling that features new voices, the film industry must respond. Showcasing historically marginalized groups is no longer an option; in an era where entertainment reflects our values, captures our attention, and fills our time, inclusion is a necessity.”

USC Annenberg Inclusion Initiative

**DEAR
HOLLYWOOD,
WE CAN CHANGE
THE WORLD FOR
GOOD... TOGETHER**

Hire Survivors Hollywood® Toolkit

RELEASE

Using Your Work For Social Good by connecting and engaging with your audiences to make an impact.

It is essential to engage your audience in order to create conversation around important subject matter that your projects may explore. The release stage is also a great opportunity for positive press surrounding your project's commitment to the survivor community, equity, and safety for all. Hire Survivors Hollywood can assist with the following steps, or connect you to the people and resources you might need to complete them!

Education & Social Impact Strategy Part 1

- **It is essential to make it known that your project, company, production, etc. implemented steps to hire survivors and create a safe and equitable work environment for all.**
- **At no point is it appropriate to require any self identifying survivor to disclose the details or nature of their abuse, including (but not limited to) details about who abused them, when, or how. It is essential that everyone involved is trauma informed, and respectful at every point in the hiring process.**
- **Create screening opportunities for survivors and Silence Breakers. Actively seek out nonprofits, community groups, and survivor-led initiatives to partner with for pre-release screenings for direct audience feedback from the survivor community. Once a project has been released, create screenings and talkbacks for those same communities. Ensure talkbacks are led and moderated by actual survivors and Silence Breakers.**
- **Build a press plan that celebrates the efforts your project has made to be inclusive of survivors while creating a safer and more equitable environment for all. Focusing on the talents survivors have brought to your projects - and how being inclusive of this community is a benefit to any project - not only creates positive press for you, but encourages other filmmakers to make similar efforts in future. This also creates positive press for the survivors involved and helps reshape the often harmful narratives that currently exists about survivors.**

“By authentically depicting the nuanced and complex way that mental health conditions intersect individuals’ lives, media can introduce audiences to new ways of thinking, ways to ask for help, and ultimately create necessary shifts in our cultural beliefs about mental health. In doing so, media can cease to be an engine for stigma and one source of solutions.”

Dr. Stacy L. Smith - “Mental Health Conditions in Film and TV: Portrayals that Dehumanize and Trivialize Characters”

Hire Survivors Hollywood® Toolkit

RELEASE

Using Your Work For Social Good by connecting and engaging with your audiences to make an impact.

It is essential to engage your audience in order to create conversation around important subject matter that your projects may explore. The release stage is also a great opportunity for positive press surrounding your project's commitment to the survivor community, equity, and safety for all. Hire Survivors Hollywood can assist with the following steps, or connect you to the people and resources you might need to complete them!

Education & Social Impact Strategy Part 2

- When designing your press strategy, ensure that the survivors and Silence Breakers you've hired are prioritized when doing press, whether the project focuses on "survivor issues" or not.
- Ensure that your press department has a clear understanding of what subjects and questions are off limits for each individual survivor and make sure those boundaries are respected during press junkets, interviews, etc. so as neither to trigger survivors nor to allow the press to use their abuse, rather than their work, as the headline.
- Ensure that any press done by survivors is guided by the survivors themselves. For example, some survivors may want to discuss their survivorhood and activism and how it may relate to their role/job and project, while other survivors may want to solely focus on the work. Both should be respected and celebrated.
- When releasing a project that may relate to survivor issues, create educational materials and support resources for audiences to access if they want to learn more or are feeling triggered. Add a CW or TW for subject matter that may be triggering, activating, or sensitive. This goes for issues of abuse but should also be added for projects that cover things like racism, antisemitism, fatphobia, ableism, misogyny, transphobia, homophobia, etc.

50,000: The amount of QR code scans NBCU received in 5 minutes after using a QR code to reach their viewers. Audiences are willing to connect to resources offered on screen.

Springwise

Hire Survivors Hollywood®

Contact Info

If you have questions, would like to take our pledge, join our survivor talent database, partner with us, hire us as consultants to implement the steps in this toolkit, or hire us to create custom trauma informed and survivor centered trainings please contact us at:

HireSurvivorsHollywood@Gmail.com

“Taking the Hire Survivors Hollywood pledge was an opportunity to dive deeper into intersectionality as a filmmaker and as a production company. Schoolhouse Pictures, at its core, thrives in constantly learning and evolving along with culture.

Being a BIPOC filmmaker, I am very aware of my trauma and marginalization, so it made sense to me to team up with Hire Survivors Hollywood to create opportunities for another group of people that face retaliation and marginalization.

Trauma as a topic is a revolving theme in my work, whether it’s a comedy, horror, or a family heist story like our latest film "Thru The Rinse". For me, the production has to have a sense of trust to make authentic and captivating moments on camera. It starts in casting, where we are already actively seeking to make our projects as diverse and inclusive as possible. So, making it known that we are creating opportunities for survivors seemed like a logical next step. Taking the Hire Survivors Hollywood pledge has rolled into conversations about intimacy coordinating, having someone for cast & crew to talk to onset in the case of triggering material, and other actions we can take to create a safe working environment for everyone.

I think filmmakers could view enacting this pledge, or any inclusion effort for that matter, as “more homework” but it’s actually a great filmmaking tool to help navigate vulnerable topics with a consciousness that breathes life into our work, the performances, the story, and hopefully, of course, our audiences as well.”

Jason Avalos - Writer, Director, Actor, Founder of The Schoolhouse Pictures

Hire Survivors Hollywood®

Links

Website: HireSurvivorsHollywood.org

Instagram: [@HireSurvivorsHollywood](https://www.instagram.com/HireSurvivorsHollywood)

Twitter: [@HireSurvivors](https://twitter.com/HireSurvivors)

Facebook: [Hire Survivors Hollywood](https://www.facebook.com/HireSurvivorsHollywood)

“Working with Hire Survivors Hollywood was straight-forward and simple. We met with Sarah early in the casting process to discuss the project at-large as well as key cameo roles we hoped to fill with name talent. It was an opportunity for Sarah to get to know our project a bit, and for us to ask questions about how we could actualize the pledge we'd made. It was a brainstorm, no wrong ideas type meeting that left us feeling inspired and excited to cast our film. When we hosted a table read for an early draft of the script, Sarah designed special character cards to blast on social media soliciting submissions for actors to participate in the read. We cast several survivors who saw her posts in our initial table read, and the read went quite well, giving us lots of momentum as we made final revisions before heading into production. When it came time to cast the rest of the film, we included in our breakdown a note about our commitment to Hire Survivors Hollywood's pledge and encouraged actors to self-identify as survivors if they felt comfortable doing so.

I want to stress that we did not cast anyone in this film solely based on their status as a survivor. When we reviewed initial submissions, we noticed those who had self-identified and made sure to watch their reels. If they seemed right for the part we invited them to tape. Once we'd received audition tapes from all the actors we reached out to, we made our lists and reached out to top choices just as we would with any other project. We did not refer back to their notes to see who was a survivor and who wasn't. We did end up hiring several talented survivors, all of whom did a wonderful job on set and were a pleasure to work with. For us it wasn't so much about opening doors to some people and not others, it was about widening the doorway so all kinds of actors with all kinds of career paths felt comfortable walking through the door. Sarah and Hire Survivors Hollywood were remarkably supportive of our film and casting process, and made no attempts to influence our final choices. Working with Sarah we felt supported and understood, without pressure or control being exerted upon us. Taking the Hire Survivors Hollywood pledge expanded our options in casting our film, making "A More Perfect Union" the best-cast film it could possibly be, and we will surely be taking the pledge with our future films.”

Ian Mark - Filmmaker, Pasadonuts LLC