



WIFT Australia endorses NOW Australia's submission to the AHRC's National Inquiry into Sexual Harassment in Australian Workplaces.

We do this because we believe that voices are stronger when they are united.

About WIFT Australia:

Women in Film & Television Australia (WIFT Australia) is a Not-For-Profit organisation dedicated to achieving gender equality in the Australian screen industry through research, advocacy, education and support for female-identifying screen industry practitioners.

WIFT Australia operates nationally with a presence in all states and territories and provides a number of programs and initiatives throughout the year. WIFT Australia also engages in research to uncover the nuances of gender inequality in screen, to develop the best strategies to address it and to advocate for change.

Our industry is unique in the sense that we have a cultural obligation to reflect the Australian society we *do* have, as well as to reflect the Australian society we *want* to have. This is relevant for those who work behind the camera, in front of it or in any of the other myriad roles that bring Australian stories to our screens.

Why we are endorsing this submission:

Sexual harassment creates considerable exit points for women in the Australian screen industry and has a direct relationship to gender inequity. Ultimately, this disempowers women in the sector, as well as the general female identifying population, through lack of visible women on screen and in female-centric stories being told in our culture.

A confidential poll undertaken by Women in Film and Television NSW in 2017 revealed 58% of respondents have experienced sexual harassment in the workplace, with 72% having experienced either harassment or discrimination which has negatively affected their career. These figures reflect the pattern identified by the Australian Bureau of Statistics in 2017, showing 53% of women had experienced sexual harassment during their life. The Australian Human Rights Commission's 2018 survey in this area showed us that our industry rates far higher than the national average.



In December 2017, following the Weinstein allegations and the subsequent #MeToo movement, WIFT NSW created the first industry wide forum to address these issues. The half-day Safer Workplaces Strategies Forum was free for industry members to attend and was live-streamed to over 1,000 viewers via Facebook.

Our endorsement of NOW Australia's submission to the AHRC Inquiry continues our journey to end sexual harassment in our workplaces.

Specifically, WIFT Australia:

- Believes we can build a better future
- Supports systemic change
- Believes in prevention, regulation and support
- Agrees with NOW Australia's 9 submission guidelines and all 17 of the recommendations.

How this submission's recommendations can benefit our industry:

WIFT Australia recognize that our industry is affected by the same gender inequality drivers that compel disparity in the rest of society.

The high visibility of our storytelling industry comes with a responsibility to do better and to show leadership in how we portray and enact gender equality.

We believe that the whole country benefits from wider societal change leading to gender equality.

We know that to stop sexual harassment in the workplace we must address these underlying drivers.

These are some of the key reasons that WIFT Australia is endorsing this NOW Australia submission.

Thank you,

Katrina Irawati Graham

Chair and Queensland Board Member WIFT Australia

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