Women's history in the industries

Women have come a long way, and thanks to the efforts of women through history, women now have a place working any jobs rather than just ones chosen for women. However...
"**Do you think in recent history, women have gained more equality in the workplace, or has the inequality just been hidden under the rug?**"

Women in creative industry

Question: From experience, have you noticed general creative differences between men and woman? Especially in regards to film. (Whether there are more women in the documentary genre for example, and more men producing action films, etc.)

Question: Is there a genre that women will be more likely to be assigned to?

Women in film industry

Question: Clare, on a personal level, have you ever witnessed or yourself been subjected to unfair treatment due to, in your opinion, the gender of the person concerned?
(Make sure that Clare is aware that she does not have to name specific names during the conversation. As hard hitting as this topic is, it should never stray into the libellous or slanderous)

Research into women in the film industry:

Kathryn Bigelow (2010)
More than 80 years after the first Academy Awards ceremony and nearly 35 years after the first woman was ever nominated for Best Director, director Kathryn Bigelow became the first ever woman to win the Academy Award for Best Director. She received the award for directing 2009's "The Hurt Locker." In addition, Bigelow also won the Directors Guild of America Award for Outstanding Directorial Achievement in Feature Film, which was the first time a woman has ever earned that honor.
(https://www.thoughtco.com/best-director-oscar-for-a-woman-4109468)

As we know, Kathryn Bigelow is the only woman in Oscars history to win the coveted "Best Director" award. Only five women have ever been nominated since the inception of the Oscars in 1929, highlighting an enormous inadequacy both in nominations, and also in the opportunities for women to direct larger films. For example, only ELEVEN women have had their films nominated for "Best Picture" in Oscar History
(http://awardsdatabase.oscars.org/Help/Statistics?file=Pic-DirByWomen.pdf)

"Clare, in your experience working on films and television, have you found that female-directed or produced works are less likely to get picked up by distributors/funding/getting commissioned?"

(Talk about key societal differences between America and the UK, use below statistics to bolster point)

The figures make equally bad reading for all groups disadvantaged in Hollywood. Women make up only 3% of all film directors, while only 2% of speaking characters in all 414 film, TV and digital shows assessed were identified as lesbian, gay or bisexual. Over half of all films or shows fail to include a single non-white character (despite the fact that 37% of the US population is categorised as "non-white"). Only two black female directors could be identified – Selma's Ava DuVernay and Belle's Amma Asante – with only seven trans characters in total.

CARD'S headline figures showed that 33% of characters were female – but other analyses demonstrated that women made up 25% of characters over 40 years old, and that 33% of female characters were shown with "partial or full nudity" (as against 10% of male characters). In significant behind-the-camera roles, women accounted for 15% of directors and 28% of writers – dropping to a shocking 3% and 10% respectively when film is considered separately. (Along with DuVernay and Asante, the other women film directors in CARD's figures for the year appear to be Angelina Jolie with Unbroken and Shana Feste with Endless Love.) The report also tallied up women in executive positions, with some 39% occupying senior corporate roles across the whole industry.

" With movements like the #MeToo organisation gaining momentum both across the pond an at home, do you believe we have finally reached a watershed moment in the industry? And if so, why?"

Sexism and how men affect the workplace for women

- Male gaze in pop culture has affected how women are treated in the workplace.

Research:
This is tightly bound to popular culture and that is likely the only way it will improve. To reference comics once again;

By 1967, Barbara Gordon (Batgirl) was able to help Batman and Robin fight crime, but she wasn't very good at it.

- **Or at least the writers of Batman weren't ready to allow her to be a crime fighter equal to the Dynamic Duo. This cover from *Detective Comics #371* goes so far as to say that Batgirl cares more about her outfit than helping the bat boys out of a dangerous situation.** --- www.ranker.com

- This relates to the fact that women are first assumed incompetent until proven otherwise.

Women are better at collaboration than men, it is claimed, and collaborative behavior can at times appear indecisive or deferential, as recently argued in [Collaboration's Hidden Tax on Women's Careers](), by Jill Flynn, Kathryn Heath, and Mary Davis Holt. --- www.curt-rice.com

"cultural biases consistently *overrate* men and *underrate* women. Self-assessment studies show that men and women do the same to themselves. **Women tend to evaluate themselves two points lower than reality, while men will evaluate themselves two points higher."** --- https://www.forbes.com/sites/85broads/2011/04/14/why-is-it-that-women-are-seen-as-less-competent/#6fa937df394d

Question: This 'indecisive' trait is often one attributed to women not being placed in positions of leadership or seniority. Do you think there is a way to combat this? Or should we perhaps be looking into ways of encouraging & teaching women and young girls to have more confidence in themselves in general?

Research:

Copious amounts of comics books feature needlessly busty females in outfits that rarely cover their bodies the way their male counterparts do. Clearly, sex sells, but this encourages pandering to the male gaze.

Eric [Stephenson] (of Image Comics) addressed the debate over sexism in comics in his latest blog stating that this isn't a new concept, and that **if you have a problem with these books and the portrayals of these characters, you should stop reading them.**
….
Good characterizations of women in comics do exist, which is something we need to acknowledge; even if it can be hard sometimes; and if we are going to stand up and say that something is bad, then we should also stand and admit when they are really good. - www.comicvine.gamespot.com/

Question:
Question (in reference to comic books): *Are we encouraging it in some way? Should we point blank stop purchasing/watching anything with such overt sexist undertones in our plight to put an end to it?*

Clare Cahill's personal experiences

Reasearch:

- Nicola Thorp says she was told to leave on her first day at City accountancy firm after refusing to wear shoes with a 2-4in heel. -- https://www.theguardian.com/uk-news/2016/may/11/receptionist-sent-home-pwc-not-wearing-high-heels-pwc-nicola-thorp

Question: Have you ever noticed yourself or another woman being treated differently in the workplace based on clothing choices?

Question; Do you ever feel you have to prove yourself more because you are a woman?

[WHEREVER THE QUESTION OF CLARE'S DRESSING IN THE WORKPLACE GOES:]

BEING A FEMALE LEADER

Question: Does being a woman affect the way you make decisions in the workplace?

- How she deals with people is it different from men? Having worked both in criminology and now the film industry how has the human contact differed? Perhaps the film industry requires "a more feminine approach", whatever that means for her?

- Has a feminine approach to leadership resulted in more long lasting loyalty? (This is what Veronique Pinsky Gabai found to be true when she would be understanding about women's position at work, eg. giving maternity leave without it impacting their careers negatively)

- Does she find herself making the "female clichés" of being more compassionate, more attentive to detail, etc? If she does how has it changed the dynamic of the workplace?

Question: Does you even question that you are a woman in the workplace, or does you take that for granted (as you should) and therefore through your actions show to others that you should be viewed as a set of skills and abilities and not a vagina carrier with talent?

- This question doesn't really have much research behind, it's more that it's the next logical step in equal rights at work, that the issue shouldn't be discussed anymore

Research that sparked these questions:
https://www.youtube.com/watch?v=88_IA2EZxtY
^evolution of women in work, TED talk by Veronique Pinsky Gabai on youtube^

https://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders

^why we have too few women leaders, TED talk by Sheryl Sandberg on ted.com^