

2024

FIA LGBTQ+

SURVEY

* REPORT



INTERNATIONAL FEDERATION OF ACTORS
FEDERATION INTERNATIONALE DES ACTEURS

Table of Contents

Table of Contents	1
Introduction	2
Executive Summary	4
Recommendations	7
Appendix	8

Introduction

The world of performance and entertainment has always been a melting pot of creativity and diversity. It is a place where individuals from all walks of life can come together to express themselves and tell their stories. However, despite its inclusiveness, the entertainment industry is not immune to the challenges faced by marginalized communities, particularly those belonging to the LGBTQ+ community.

This is the reason why, in Sydney in 2011, the FIA Executive Committee created the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) Equality Working Group, which was subsequently incorporated into the FIA Global Diversity Working Group. The first task of this working group was to conduct a global survey on Discrimination and Harassment against LGBTQ+ performers. After an initial collection of responses in 2016, the group decided to carry out additional outreach in 2019 to make the results of this survey more geographically representative. This document presents the final results of this survey.

The group wishes to express its sincere and profound appreciation to the eighteen affiliates that stepped forward to conduct this survey of their members, resulting in the collection of more than 10 000 answers from individual performers. The eighteen participating unions are:

AEA, USA
ACTRA, Canada
CICA, Colombia
ConARTE, Spain
Equity, UK
FAU, Finland
GDBA, Germany
Irish Equity, Ireland
MEAA, Australia

NSF, Norway
Oyuncular Sendikasi, Turkey
SAG-AFTRA, USA
SAGA, South Africa
SBKV, Switzerland
SIDARTE, Chile
SFA, France
SSRS, Switzerland
SUA, Uruguay

We also want to highlight that while many were able to freely participate, some activists within FIA-membership feared taking part, as promoting LGBTQ+ rights could lead to consequences under civil and criminal law in their nation. Simply participating in the survey alone was viewed as an act that could endanger their lives. This speaks to the risks faced by those working to advance LGBTQ+ rights where such efforts are met with hostility or deemed illegal.

The findings of this survey paint a vivid picture of the discrimination and other issues faced by the LGBTQ+ community in their professional lives. From unequal pay and limited opportunities, to outright discrimination and prejudice, the results highlight the ongoing struggle faced by LGBTQ+ performers in their quest for recognition and respect in the industry.

It is imperative that FIA affiliates acknowledge these challenges and work towards creating a more inclusive and equitable work environment for all performers, regardless of their sexual orientation or gender identity. This document serves as a call to action for the entertainment industry to come together and address these issues head-on.

The results and insights from this survey should provide a roadmap for change, inspiring all FIA affiliates to take concrete steps towards creating a better future for all of us.

THE FIA RAINBOW WORKING GROUP

Jorge Aguirre, SAG-AFTRA, USA
Christine Basdeo, ACTRA, Canada
Duncan Crabtree-Ireland, SAG-AFTRA, USA (co-convenor)
Alexandre Curzi, UDA, Canada
Jacob Fauerby, DSF, Denmark
Paul Flemming, Equity UK
Katja Holm, SAG AFTRA, USA (co-convenor)
Jörg Löwer, VdO, Germany
Cherie Moore, Equity New Zealand
Katherine Nelson, AEA, USA
Yiannis Panagopoulos, HAU, Greece
Rodrigo Ternevoy, Irish Equity, Ireland
Chris Williams, AEA, USA



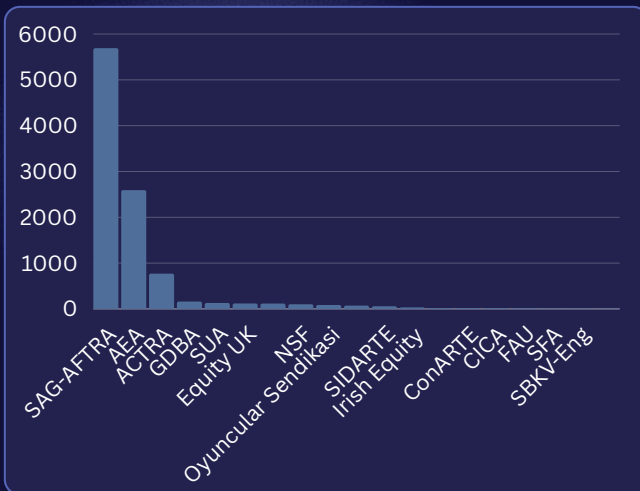
Executive Summary

of Results from FIA Survey on LGBTQ+ Equality

This memo offers a summary overview of the key takeaways and insights gleaned from recent efforts of FIA affiliates to survey their members about discrimination and other issues facing LGBT performers worldwide. These survey results were compiled in late 2015 and early 2016, with additional outreach in 2019. While initial analysis was completed in Spring of 2016, this analysis incorporates the additional 2019 survey results making the analysis more geographically representative.

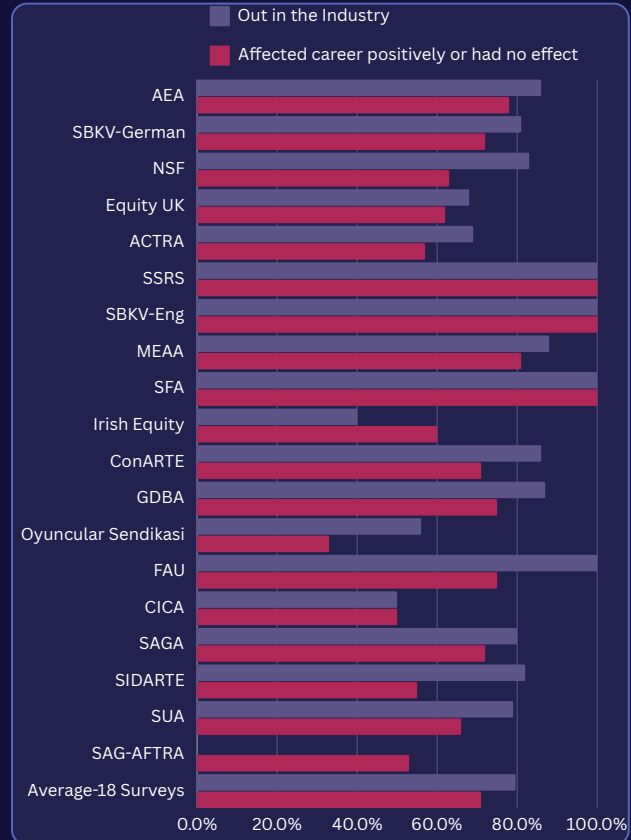
Survey Performance and Response Counts:

The chart below illustrates the number of responses by FIA member union. The fluctuations are to some extent expected considering differences in membership size. The following analysis will largely be focused on average responses per union rather than individual responses to ensure representation for unions with smaller membership sizes and response pools.

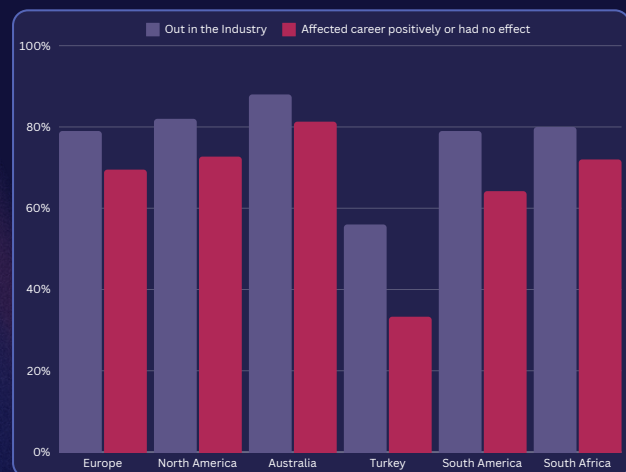


Key Research Findings:

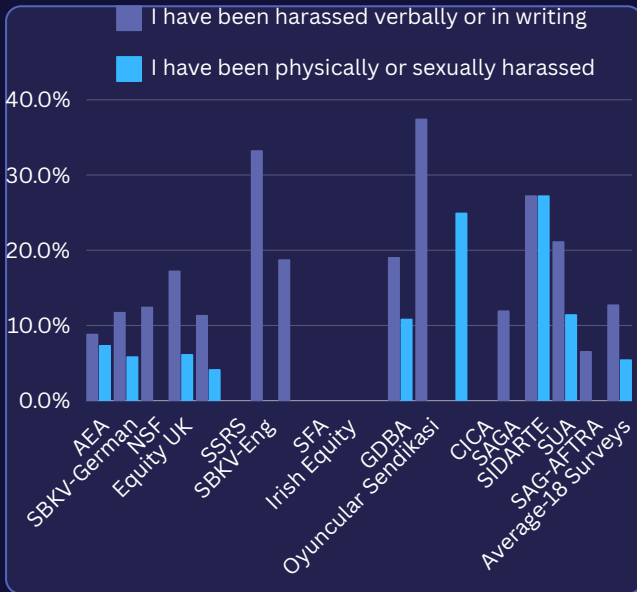
Worldwide, most respondents were “Out” as LGB professionally and only a small proportion reported seeing harm in their career.



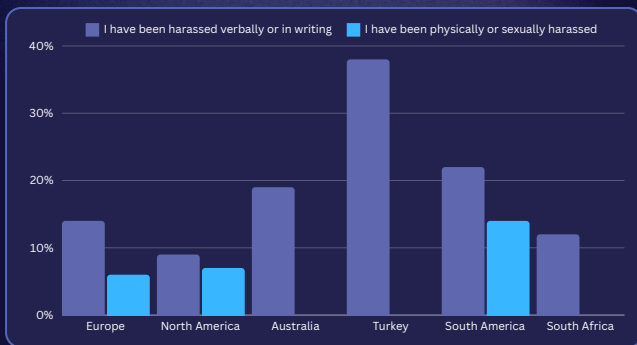
When looking at the same data segmented by region, we can see that with the exception of Turkey, around 80% of respondents who identified as LGB are “Out” in the industry and around 70% indicated that it has not affected their career negatively.



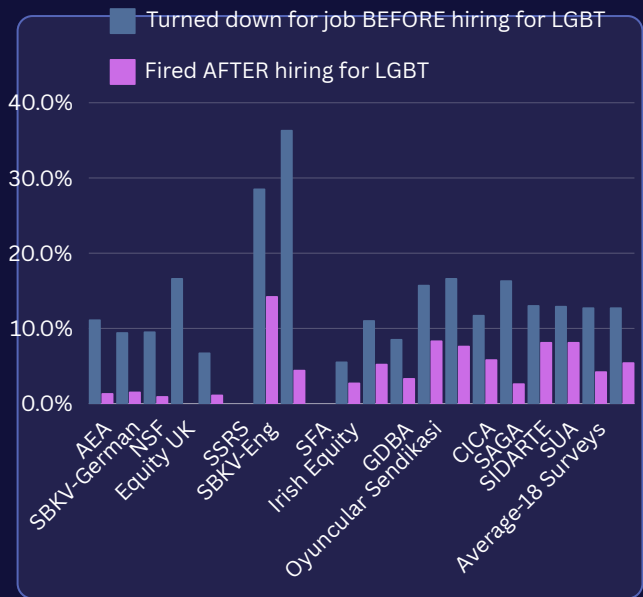
When asked about harassment in the workplace, responses varied from union to union with the average response being 12.8% of respondents per union indicating that they've been harassed verbally or in writing, and 5.5% of respondents per union indicating that they've been physically or sexually harassed.



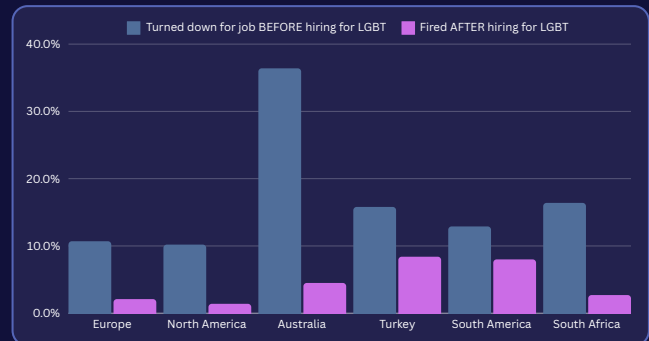
Looking at the same harassment data segmented by region, we can see that harassment in the workplace appears to be an issue worldwide.



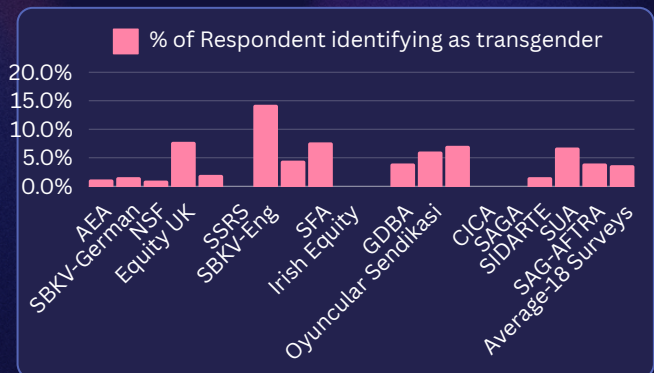
When asked about losing work due to a casting director, director, producer, or executive thinking that they were gay, lesbian, or bisexual, the average response per union indicated that 12.8% of respondents were turned down for a job BEFORE hiring and 4.3% were fired AFTER hiring.

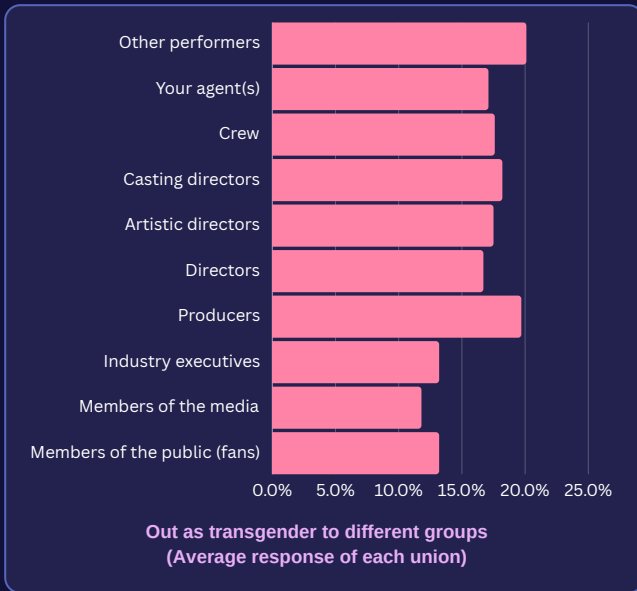


When looking at the same discrimination data segmented by region, we can see that discrimination occurring during the casting process, before someone is hired, appears to be a significant issue in Australia.



A very small overall proportion of respondents identified as transgender; of that small sample, relatively few stated they were out as transgender professionally, especially to the media and the public.





Conclusions and Takeaways

The survey responses FIA member unions received reveals some significant insights while also pointing to areas where more research is clearly needed.

- Although harassment and discrimination towards LGB performers varies by union and geography, it is a worldwide issue that is prevalent in some form in all geographies where this study was conducted.
- On average, about 80% of respondents who indicated that they are Gay, Lesbian or Bisexual are “Out” professionally – 70% of which indicated that being “Out” professionally has not had a negative impact on their career.

This project also presented challenges and opportunities to expand efforts and better engage other groups of performers worldwide.

- While geographic participation has improved since this data was first analyzed in 2016, the majority of our total responses still come from a handful of North American and European unions.

- Expanding the response pool and increasing total responses from underrepresented regions should be a focus going forward.
- The relatively small number of transgender identifying respondents limits our ability to gain insight into the challenges facing that community. In future efforts, additional outreach should focus on increasing responses from transgender identifying members.

Methodology

This survey used convenience sampling (allowing any interested member to respond) instead of scientific sampling (asking only a randomly selected sample to respond). This results in this study being subject to response bias, meaning we cannot necessarily assume overall results are completely representative of the entire membership and we cannot calculate margins of error or confidence intervals.

Furthermore, the quantity of responses varied significantly among different unions, some of which were very small. These small response pools can raise concerns about whether responses are indeed representative of the broader population.

Recommendations

These survey results offer valuable insight into the current state of discrimination and harassment in the workplace for those who identify as LGBTQ+. Despite initial data suggesting that most LGBTQ+ performers feel comfortable enough to be 'out' at the workplace, the prevalence of harassment and discrimination indicates that there is still a significant amount of work to be done in our industry to foster a supportive and inclusive work environment.

The levels of harassment and discrimination that our members continue to face is disheartening, and these results highlight just how important it is for employers and organizations to implement policies and procedures to address these issues, provide performers with a safe and anonymous reporting tool, provide training to employees and other agents involved in decision-making, and adopt a zero-tolerance approach towards any form of harassment or discrimination.

Therefore, the FIA Rainbow Working Group recommends the following actions to the Federation and its members:

- Continuing to collect data on discrimination and harassment faced by LGBTQ+ performers.
- Any new survey should strive to ensure greater inclusion of under-represented regions and a higher response rate from transgender performers.
- FIA's Rainbow Working Group also encourages further national and international data collection on discrimination and harassment against LGBTQ+ performers, as well as on their representation on screen and on stage.
- Raising awareness of the realities of discrimination and harassment against LGBTQ+ performers in the sector and promote a workplace and a society free from discrimination and harassment.
- In a societal context where the rights of LGBTQ+ people are constantly being challenged, it is essential that the Federation and its members actively commit to combating discrimination and harassment against all workers.
- Advocating for better visibility and fairer representation of LGBTQ+ people on screen and stage, encouraging consultation and collaboration with the LGBTQ+ community when dealing with identify-specific content in a production, to finally break away from stereotypical characters.
- Advocating for equal employment opportunities for LGBTQ+ performers to allow openly LGBTQ+ performers to be cast in LGBTQ+ roles as well as in non-LGBTQ+ roles.
- Inclusive casting should be encouraged everywhere. This means casting performers who self-identify with historically underrepresented groups (including LGBTQ+ performers) in roles where identity characteristics (including sexual orientation and gender identity) are not prescribed.
- Giving special focus to transgender and non-binary performers in order to better understand and address the specific issues they face in the industry.
- Encouraging all governments to support measures to combat employment discrimination on the basis of sexual orientation, gender identity, expression, and presentation at both the international and national level.