From Pandemic to Possibility: A New World for Women at Work
Welcome to our first-ever TIME’S UP Annual Report! We are honored to have you with us.

TIME’S UP was founded in response to an extraordinary moment, when our collective understanding about gender inequity in the workplace shifted in the wake of revelations about sexual harassment in industries across the globe. But TIME’S UP was created not just to respond to sexual harassment after it happens; we’re also here to change our broken system and build workplaces where it doesn’t happen at all.

Here’s the truth: sexual harassment is a symptom of the deep imbalance of power that is embedded in our workplaces. That’s why we are fighting for work that is safe, fair, and dignified for everyone. No exceptions.

Of course, 2020 shone a light on — and widened — the barriers to equity and well-being for women, particularly BIPOC women and women in underpaid jobs. A global pandemic, an economic crisis, and a historic reckoning for racial justice upended our lives and shook us all to our core. But as Rebecca Solnit writes in *Hope in the Dark: Untold Histories, Wild Possibilities*, “Inside the word ‘emergency’ is ‘emerge’; from an emergency, new things come forth. The old certainties are crumbling fast, but danger and possibility are sisters.”

Within the tumult of catastrophe and loss, women across industries, and up and down the wage scale, met relentless challenges with grit, resilience, and courage. “Silence breakers” and survivors confronted their abusers. Frontline workers risked their own health and the health of their loved ones to feed our families, deliver our mail, and meet other essential needs. Caregivers helped children and elders survive day-to-day living. Organizers took to the streets, courts, and statehouses to demand policy change and action in defense of Black lives. And women in politics broke barriers and rejoiced at the election of the nation’s very first Madam Vice President, Kamala Harris.

As we emerge from the chaos of 2020, workers are looking for action from public and private sector leaders to address systemic injustices across our economy that have existed for far too long. We must commit to a new world for women at work.

We are energized for all that is ahead, and for what we can accomplish — together. Thank you for being with us on this journey.

All the best,

Tina Tchen
President and CEO of TIME’S UP Now and the TIME’S UP Foundation
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Our Vision
TIME’S UP has a bold but simple vision: a world where work is safe, fair, and dignified.

In order to realize that vision, we are fighting to fundamentally transform work for all women, embracing their complex and multifaceted identities, so that no one lives in fear of sexual harassment and discrimination and everyone can reach their full potential at work.

AREAS OF WORK:

Safety
Advance justice for survivors of workplace sexual harassment and sexual assault.

Equity
Eliminate structural barriers that hold women and other workers back at work.

Power
Build a diverse, intersectional, and engaged community to leverage power in service of our mission.

TACTICS:

CULTURE CHANGE
We change the predominant narratives around our issues to challenge and shift harmful social norms and attitudes.

PRIVATE SECTOR CHANGE
We educate workers on their rights, provide resources and guidance for decision-makers and employers to build better workplaces, hold organizations accountable, and celebrate transformation when it happens.

PUBLIC POLICY CHANGE
We develop policy solutions and advocate for legislative change on the state, local, and national level, while creating opportunities for individuals to take action.

BASE-BUILDING
We organize and connect stakeholders by and across industries to raise their voices and take action.
We cannot fix what we cannot see or understand. Enter the TIME’S UP Impact Lab.

Launched with a grant from Pivotal Ventures, an investment and incubation company created by Melinda Gates, the TIME’S UP Impact Lab pioneers cutting-edge research and data-driven solutions for building better workplaces. By investing in research and fresh ideas, we are shifting culture, transforming the private sector, and improving public policy to advance equality and justice in the workplace and beyond.

Throughout this report we have highlighted key findings from the TIME’S UP Impact Lab. These pieces of path-breaking research set the framework for our bold and ambitious agenda and fuel change throughout workplaces nationwide.

The TIME’S UP Impact Lab:

**Our Work**

**SAFETY: Advancing Justice for Survivors**

We know how hard it is for survivors to speak up in the face of shame, violence, and intimidation. We know there are countless women who remain silent out of fear of losing their paychecks — or worse. We know too many women feel they have no other choice. We’re here to say enough is enough.

Standing with survivors — making sure that their voices are heard and not ignored, that full and fair investigations of claims of sexual harassment and abuse are made, and that accountability takes place — is at the core of TIME’S UP’s work and our values. That steadfast commitment was the essence of our founding, and continues unabated to this day.

In the months leading up to Weinstein’s guilty verdict, TIME’S UP and the TIME’S UP Legal Defense Fund, housed at the National Women’s Law Center, launched a campaign to voice support for the 100 survivors — the “Silence Breakers” — who put their professional and personal lives on the line by choosing to publicly testify about the abuse they endured. Our campaign involved three core efforts:

- A high-profile press conference in New York City and in Los Angeles;
- An online letter of solidarity signed by nearly 5,500 people that we shared directly with the silence breakers; and
- A robust education campaign to counter the myths about rape and trauma propagated by Weinstein’s defense team.
TIME’S UP fights to make survivors heard and supported, their claims investigated, and accountability happens. We’ve also influenced public opinion on sexual harassment and shifted the culture that enables such abuses of power to go unchecked in the first place.

**Supporting Survivors Through the TIME’S UP Legal Defense Fund**

Sexual harassment is a widespread problem.

**By the Numbers**

According to a CBS News poll released in January 2020:

- **52% of young men** 18-29 asserted that TIME’S UP has helped them **rethink how men behave toward women.**
- **29% of working women** reported they are **more likely to report sexual harassment in the workplace** than they were before #MeToo went viral and TIME’S UP was formed.

Fortunately, the TIME’S UP Legal Defense Fund is ensuring that survivors receive the legal representation and public relations support they need to seek justice. Housed at the National Women’s Law Center, the TIME’S UP Legal Defense Fund was our very first initiative. Since its launch in January 2018, the Fund has heard from thousands of people, in every state, industry, and type of job, about their experiences of being harassed at work. Today, the Fund remains the only nationwide advocacy system for survivors of its kind.

Up to **85% of women** report that they have **experienced sexual harassment** over the course of their careers.

**75%** of all incidents of workplace harassment **go unreported.** And when employees do speak out against harassment, they often face some form of **retaliation.**
Supported 4,800 workers with legal representation. About 1/3 of the workers reaching out to us identify as Black, Indigenous, or people of color. 3/4 identify as low-paid workers.

Provided media assistance to over 300 cases nationwide, including cases involving McDonald’s workers, women in the military, women working for the Washington Football Team, waitresses, FBI agents, groundskeepers, corrections officers, actresses, and production assistants.

Of the cases where a decision has been reached, 90% have ended with an outcome in favor of the person we were funding.
Meet Tunisha

Tunisha Singleton, a Black woman in the entertainment industry, is no stranger to workplace harassment. For years, she endured multiple instances of racial insensitivity and discrimination. But in 2018, when her supervisor insulted her publicly at a company event, she felt compelled to speak out. Days later, she was abruptly fired from her job at America’s Funniest Home Videos. As Tunisha shared with TIME’S UP, “My race had everything to do with how I was treated. My entire identity as an educated, professional Black woman was deemed a threat to those in positions of power.”

After she was fired, Tunisha felt devastated and dehumanized. It wasn’t long before she became deeply depressed. In addition to enduring the emotional trauma of public humiliation and harassment, Tunisha lost her income and her health insurance — making life in Los Angeles unsustainable. Soon after, she moved back in with her parents and eventually out of state and away from her home entirely.

The TIMES UP Legal Defense Fund helped Tunisha access public relations support to tell her story in the media and, ultimately, hold her former employer accountable.
RESHAVING THE NARRATIVE AROUND SEXUAL VIOLENCE AND ITS IMPACT ON BLACK WOMEN AND GIRLS

From Recy Taylor to Anita Hill to Cosby Survivors and the women of #MuteRKelly, Black women have been a key part of defining moments to call out sexual violence. Yet, as the #MeToo and TIME’S UP movements have emerged and shaped the public’s understanding of sexual violence and misconduct, Black women’s experiences and stories have gone underexamined — and worse, Black women have been silenced or received backlash when they speak out.

That’s why ‘me too.’ International, National Women’s Law Center, and TIME’S UP Foundation have come together to form We, As Ourselves — a collaboration to reshape the narrative around sexual violence and its impact on Black women and girls.

Together, we are:

› fighting for Black survivors to safely share their stories and experiences;
› upending historical and cultural narratives that harm and silence Black survivors; and
› working in solidarity with our community to create conditions where the stories of Black survivors can be heard, believed, and supported.

We are long overdue for a national conversation that centers and supports Black survivors.

By the Numbers

6 in 10 Black women report being subjected to coercive sexual contact by age 18.

Black women experience sexual harassment at work at 3X the rate of white women.

Prosecutors filed charges in 75% of the cases in which a white woman was attacked, but when the victim was a Black woman, prosecutors filed charges just 34% of the time.

Black women survivors are more likely to be criminalized than supported.
TAKING A STAND AGAINST WORKPLACE HARASSMENT — STATE BY STATE AND NATIONWIDE

Amid a pandemic that has exacerbated gender and racial inequities — and the persistence of discrimination in the workplace and in our society at large — TIME’S UP Now has fought for policies to support survivors’ rights, advance gender equity, and ensure that economic recovery gives women the dignity and opportunity they deserve.

Since the #MeToo reckoning and the launch of TIME’S UP, state laws are shifting. More than 19 states have enacted new protections against workplace harassment and 16 states have enacted new pay equity laws. An additional 10 states have passed bills or orders expanding rights and accommodations for pregnant workers — a critical intervention to help close the gender pay gap. And in response to the caregiving crisis, many states are responding to the needs of parents and families with creative strategies and proposals to help care providers and the families who need child care.

This momentum builds on our success in pushing for legislative changes at the state level over the course of three years. For example, in 2019, we worked alongside activists, business leaders, and attorneys to pass the TIME’S UP New York Safety Agenda into law. The new law eliminated the requirement that sexual harassment be “severe or pervasive” to constitute actionable conduct; extended the statute of limitations on rape; and allowed workers like independent contractors, interns, and domestic workers to have the same protections as everyone else.

TIME’S UP also made gains in ending workplace harassment in the corporate arena — from calling on the NFL commissioner to release the findings of an investigation into a sexual misconduct claim to supporting dozens of McDonald’s restaurant workers, who have been the victims of sexual harassment and assault, in their fight for justice.

Most recently, the TIME’S UP Legal Defense Fund supported the Fight for $15 to file a class action lawsuit on behalf of thousands of McDonald’s restaurant workers at more than 100 restaurants. The suit, filed in federal court in McDonald’s home state of Illinois, seeks to address widespread harassment in corporate owned and operated McDonald’s restaurants across Florida, which has the largest concentration of stores run by the corporation in the nation.

Finding from the TIME’S UP Impact Lab:

“Take your mask off so I know how much to tip you.”

This is the type of sexist remark that women in the restaurant industry have regularly endured from customers since the start of the pandemic. A report we supported in December 2020, “Service Workers’ Experience of Health & Harassment During COVID-19,” sheds light on women’s harrowing experiences with sexual harassment in the restaurant industry.

By the Numbers

3/4 of restaurant workers reported that they have experienced or witnessed hostile behavior from customers in response to staff enforcing COVID-19 safety protocols.

Nearly 70% of restaurant workers reported that their employer is not consistently following all protocols to stay safe during the pandemic.

It’s been over 50 years since the Equal Pay Act was passed, and still today, the economic costs of the gender pay gap are astounding. Over a 40-year career, women lose $418,800 as a result of the wage gap, with women of color losing almost $1 million in wages. The persistent presence of sexual harassment in the workplace is part of the explanation. Our study “Unsafe and Underpaid: How Sexual Harassment and Unfair Pay Hold Women Back,” published in August 2020, investigates the deep ties between sexual harassment and pay inequity across our culture, laws, and in private sector practices.
In their own words...

“I haven’t worked since March 13, 2020. I am not eligible for unemployment because I’m self-employed. I had to call my clients and cancel. What am I supposed to do?”
— PAM MASSEY, HAIRDRESSER

“Through all the hurricanes, floods, I’ve never seen anything like this. In the movies I have, not in real life.”
— QUINTINA MOORE-CARAWAY, FURLoughed AIRPORT RAMP AGENT

“I feel like I have five jobs: mom, teacher, C.C.O., house cleaner, and chef.”
— SARAH JOYCE WILLEY, CHIEF CLIENT OFFICER FOR A HEALTH SERVICES COMPANY AND MOTHER OF TWO

EQUITY: Eliminating the Structural Barriers that Hold Women Back at Work

We stand for survivor justice, but we also work for a world where sexual harassment in the workplace is a thing of the past. That means building better workplaces, where there is equity and inclusion up and down the wage scale, employees feel safe, and everyone is able to reach their full potential. This includes women, BIPOC, LGBTQIA+, and disabled workers who have experienced long-standing structural barriers at work.

heartfelt thank-you messages to health care workers in our network and throughout the country. We also launched #WomenOnTheFrontLines, a campaign for women to share their heartbreaking stories from the front lines of the pandemic. Whether juggling the demands of motherhood, serving as an ER nurse, or facing unemployment, women can count on TIME’S UP to honor their stories and advocate for change.

AMPLIFYING THE VOICES OF WOMEN ON THE FRONT LINES

From saving lives in the ICU to delivering groceries, people on the front lines of the fight against COVID-19 face enormous risks to their own safety and well-being. Nearly 80% of health care workers and 83% of workers who provide social assistance, including child care and emergency services, are women. And women-dominated occupations, such as nurses, flight attendants, and personal care aides, are among the most vulnerable to getting sick and spreading the virus to others.

That’s why we mobilized the TIME’S UP community to deliver more than 3,100 heartfelt thank-you messages.
ADDRESSING THE CAREGIVING CRISIS

The absence of comprehensive caregiving policies and programs in this country has exacerbated systemic inequities in the workplace. In 2020, we saw this absence explode into an unprecedented caregiving crisis — for children, sick family members, elderly parents, and workers themselves — that threatens to jeopardize decades of women’s gains in the workforce. Child care workers lost their jobs permanently as child care centers closed down or scaled back their operations. Families struggled to balance employment and caregiving demands as schools and daycares shut down entirely. Millions of workers, including health workers and others on the front lines, lacked essential protections, including paid sick leave, paid family and medical leave, and other critical care options.

Caregiving is now an insurmountable structural barrier that is keeping women and other workers from staying and succeeding in the workforce. It’s no surprise, then, that this crisis is top of mind for many voters. Our nationwide Care Survey, released in December 2020, found that:

- 8 in 10 voters say unsupported caregiving is a huge burden for families.
- 90% of registered voters agree that providing support and services for people with children and aging, ill, or disabled family members will provide economic stability for millions of people.

By the Numbers

Findings from the TIME’S UP Impact Lab:

We know that building a robust care infrastructure will shore up recovery efforts by creating millions of jobs for the disproportionate number of women, especially women of color, hit hard by the pandemic. It will also allow unpaid caregivers to return to the labor force. In our report “It’s Time to Care: The Economic Case for Investing in a Care Infrastructure,” we make the case for why deepening investments in the care sector will provide a path to a resilient and sustainable economy.

Some key findings:

- Investing $77.5 billion per year — an amount in line with the Biden-Harris campaign proposal — would create over 2 million new jobs per year, at an average cost of $34,496 per job, and over $220 billion in new economic activity.

This shows that an investment in a caregiving infrastructure is as shovel-ready and critical as an investment in rebuilding roads and bridges.
In their own words...

“I felt horrible realizing that I was taken advantage of for a year doing the same work as everyone else without equal pay.”

“It’s very demoralizing knowing that I make so much less, because that is real money that could really benefit my family.”

“It was a male-dominated field. I was the only woman, surrounded by men who were my equal, men who were my bosses, and men who worked for me. It was only toward the end of my career that I discovered that I had been getting paid less than everyone else around me for years.”

By the Numbers

Nearly 60% of women reported they have faced gender or racial discrimination in the workforce or obstacles to higher-paying jobs.

40% of Latinas reported that someone at work has said or implied that they don’t work as hard because of their gender, race, or caregiving responsibilities.

48% of Black women reported that they are unable to pay for basic necessities like food and housing.
1/4 of coverage of Sen. Harris included racist and sexist stereotyping and tropes, from misogynoir like the harmful “Angry Black Woman” trope to the racist so-called “birther” conspiracy.

Nearly 2/3 of analyzed coverage mentioned race or gender, compared to just 5% of coverage for then-Gov. Mike Pence and Sen. Tim Kaine.

Over 1/3 of media coverage focused on Sen. Harris’ ancestry — overshadowing her professional background and achievements. In contrast, under 5% of media reporting about then-Gov. Pence and Sen. Kaine related to the candidates’ ancestry or personal lives.

The news media plays a huge part in perpetuating sexist and racist tropes about the ambitions, likeability, or looks of women candidates, especially women of color. And the image of women’s leadership perpetuated by misogynistic media coverage metastasizes in our culture and influences how women leaders are viewed in every domain — from the C-suite to the shop floor.

To flip the script, TIME’S UP Now and other leading women’s advocacy organizations launched We Have Her Back. Through this nonpartisan campaign, we made it clear that we will not stand for the sexist and racist attacks that have historically been used against women running for office, and which have had a devastating impact on their campaigns in the past. We insisted that media executives, news directors, and other opinion leaders keep ignorant, bad-faith attacks out of their 2020 election coverage. And it worked! From NPR to AP, the news media listened: Instead of simply repeating the offensive tropes, newsrooms began to interrogate sexist and racist attacks against women candidates and take responsibility when reporting fell short. Thanks to our activism, tens of thousands of people signed up to join this campaign, resulting in the #WeHaveHerBack hashtag appearing in 130,000 news articles and social posts, garnering more than 850,000 engagements, and a potential reach of 15 billion people.

As part of the We Have Her Back campaign, TIME’S UP Now commissioned Edelman Data & Intelligence to analyze media coverage of the announcement of vice presidential candidate Kamala Harris in 2020 and compared it against the announcements of Mike Pence and Tim Kaine for vice president in 2016.

The data was clear: When women, and especially women of color, run for office, they are subjected to a double standard that has nothing to do with their qualifications and everything to do with this country’s history of sexism and racism.
POWER: Building a Diverse, Intersectional, and Engaged Community

We mobilize women from every industry and from every walk of life to say “TIME’S UP” to sexual harassment and to the systemic inequalities that enable abuses of power to go unchecked. Together, we’re building better workplaces so that all women can thrive — today, tomorrow, and for generations to come.

BUILDING ANTI-RACIST, ANTI-SEXIST ORGANIZATIONS

When business executives began to reimagine work during the pandemic, TIME’S UP noticed what was missing: an enduring commitment to the principles of diversity, equity, and inclusion. Hit by an economic recession, many business executives started seeing diversity, equity, and inclusion as a “nice to have,” rather than a “must have.” So TIME’S UP took action.

In the midst of the COVID-19 pandemic and a national reckoning with racism and police brutality, we released TIME’S UP’s Guide to Equity and Inclusion During Crisis, which includes practical guidance for how leaders can build diverse and equitable organizations now and moving forward. This work convened a group of leading diversity and inclusion experts from 23 companies across the entertainment, health care, advertising, communications, and tech industries.

Key Guidance

Investigate the effects of your external actions on Black people and people of color, particularly women. How do the products you produce or the policies you lobby for impact Black communities? What can you do through your business to support Black women?

Give voice to Black leadership, colleagues, and employees, but do not lean on them to address these issues; you must own this work.

Don’t let fear of saying the wrong thing keep you silent. If you make a mistake, apologize quickly and reiterate your commitment to combating racial and gender discrimination.

If you must reconfigure your workplace to meet social distancing guidance, be aware of which employees are moved out of “better” spaces — further from amenities, less visible to clients, off the senior management floor, or away from key leadership and collaborators.
EMPOWERING WORKERS IN THE ENTERTAINMENT INDUSTRY

The entertainment industry is not a typical workplace, and figuring out your rights can be confusing. In response, we released the TIME’S UP Guide to Working in Entertainment, a three-volume “Know Your Rights” series. These resources cover specific circumstances where people have historically been preyed upon, such as in auditions and in nude, intimate, and simulated sex scenes, and offer guidance about reporting options.

In addition to our safety resources, our core initiatives continued to tackle the imbalances of power and equity across the industry. We take a holistic approach toward systemic change by simultaneously considering multiple factors that impact a project: directors, crew members, festivals, and journalists. Our 4% Challenge increased the number of female directors at the helm of top studio films from 4% to 12% in just one year. Prior to the pandemic, our Women in Production PSA, narrated by Ava DuVernay, was shown in theaters across the U.S. and its accompanying resources provided information on how to establish meaningful careers in entertainment. Our Inclusion at Film Festivals Study with USC advocated for more diversity among programmers at festivals, a common entry point for filmmakers. Lastly, we quickly expanded CRITICAL, a database of underrepresented critics and journalists, from 450 to over 750 members. Journalists wield incredible power over what film and TV shows are deemed worth watching and whose stories are worth telling.

DOCUMENTING THE IMPACT OF GENDER AND RACIAL INEQUITIES DURING COVID-19

The health, economic, and racial justice crises we’re facing are bringing to light the many ways that our society has failed women — especially women of color and women in low-paying jobs — for generations. We see it in the struggles of women workers on the front lines, who put their health at risk to feed their families; the disproportional loss and pain that the pandemic has caused for communities of color; and the millions of women who have been forced to drop out of the labor force to care for their children, elderly relatives, or loved ones with disabilities.

Yet the voices and experiences of women and their communities are often left behind, especially as our economy starts to recover. To better understand these widening disparities, we launched Time’s Up, Measure Up, a project of the TIME’S UP Impact Lab, to study and report on the impact of gender and racial inequities exacerbated by the COVID-19 crisis, and to make sure that the policies and investments made during the recovery over the next several years truly address those inequities. With projects that dig into the realms of caregiving, sexual harassment, and changing workplace norms, Time’s Up, Measure Up seeks to fill critical gaps in knowledge, harness cutting-edge research, and lift up personal stories in order to keep women and communities of color front and center in public policy.
Findings from the TIME’S UP Impact Lab:

As part of Time’s Up, Measure Up, TIME’S UP teamed up with Color of Change, the National Employment Law Project, and the Worker Institute at Cornell ILR to field the Just Recovery Survey. The survey examines multiple, overlapping areas of people’s lives during the pandemic: economic security, health and safety, and agency and voice. The data points to immediate worker needs and long-standing structural inequities that policymakers and employers must address.

Some key findings include:

- 34% of Black workers, 26% of Latinx workers, and 14% of white workers who applied for unemployment assistance were denied it.
- 34% of Black workers and 25% of Latinx workers reported concerns about employer retaliation for speaking up about unsafe workplace conditions.
- Almost half of Black workers (48%), nearly a third of Latinx workers (29%), and many Asian workers (15%) fear receiving substandard health care due to their race if they become seriously ill, compared to 4% of white workers.
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**Paramount Pictures**

**Richard & Judith Stern Family Foundation**

**Robert Wood Johnson Foundation**

**Rochester Area Community Foundation**

**SEIU/NAGE Local 5000 Foundation**

**Service Employees International Union**

**ShivHans Pictures**

**Simbeau Productions**

**STARZ**

**StubHub**

**Anonymous (1)**
2020 Revenue

- Institutional Giving: $9,810,336**
- Major Gifts: $4,059,091
- Individual & Online Giving: $431,237

2020 Expenses

- General Management & Administration: $2,521,609
- Culture Change: $2,924,656
- TIME’S UP Legal Defense Fund: $2,003,000
- Private Sector Change: $1,529,394
- Public Policy Change Work: $1,294,836

**Includes restricted multiyear program grants

*Unaudited Financials
Leadership

GOVERNING BOARD OF DIRECTORS

CHAIR
Robbie Kaplan
Co-Founder, TIME’S UP Legal Defense Fund and Founding Partner, Kaplan Hecker & Fink LLP

VICE CHAIR
Nina L. Shaw
Founding Partner, Del Shaw Moonves Tanaka Finkelstein & Lezcano

CO-SECRETARIES
Katie McGrath
Co-CEO, Bad Robot
Shonda Rhimes
CEO, Shondaland

TREASURER
Gabrielle Sulzberger
Strategic Advisor, Two Sigma Impact

MEMBERS
Esther Choo, MD, MPH
Co-Founder, TIME’S UP Healthcare; Co-Founder, Equity Quotient; and Associate Professor, Oregon Health & Science University

Maha Dakhil Jackson
CAA Board Member, Co-Head of Motion Picture Group & Co-Head of International Film Group, and Motion Picture Talent & Literary Agent

Colleen DeCourcy
Co-Founder, TIME’S UP Advertising and Co-President & Chief Creative Officer, Wieden+Kennedy

Raffi Freedman-Gurspan
Deputy Director, All On The Line campaign of the National Redistricting Action Fund

Fatima Goss Graves
Co-Founder, TIME’S UP Legal Defense Fund and President & CEO, National Women’s Law Center

Christy Haubegger
Executive Vice President & Chief Enterprise Inclusion Officer, WarnerMedia

Victoria Jackson
Founder, Guthy Jackson Charitable Foundation

Valerie Jarrett
Senior Distinguished Fellow, University of Chicago Law School

Ashley Judd
Actor, Author, Social Justice Humanitarian

Michelle Kydd Lee
Chief Innovation Officer, CAA

Aileen Lee
Managing Partner, Cowboy Ventures

Cindi Leive
Senior Fellow, USC Annenberg School for Communication and Journalism

Eva Longoria
Actor, Director, Producer, Activist

Ana Navarro
Political Commentator

Kara Nortman
Partner, Upfront Ventures

Dame Heather Rabbatts
Managing Director, Cove Pictures and Founder, Women’s Sports Group

Hilary Rosen
Co-Founder, TIME’S UP Legal Defense Fund and Vice Chair, SKDKnickerbocker

Jurnee Smollett
Actor, Activist

Tina Tchen
President & CEO, TIME’S UP and Co-Founder, TIME’S UP Legal Defense Fund

GLOBAL LEADERSHIP BOARD

VISIONARY AMBASSADORS
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Writer, Lecturer, Political Activist, Feminist Organizer

Oprah Winfrey
Global Media Leader, Philanthropist, Producer, Actor

MEMBERS
Uzo Aduba
Actor, Activist

Rosanna Arquette
Actor, Activist

Lorrie Bartlett
Head of Talent & Partner, ICM Partners

Tarana J. Burke
Founder, ‘me too.’ Movement and Executive Director, ‘me too.’ International

Gretchen Carlson
Journalist, Author, Empowerment Advocate

Jessica Chastain
Actor, Activist
Rebecca Cokley
Disability Rights Program Officer, Ford Foundation

Megan Colligan
President, IMAX Entertainment

Laura Dern
Actress, Director, Producer, Activist

Ronnie Dickerson Stewart
Diversity Equity & Inclusion Marketplace & Community Lead, Zoom

Lisa Eisen
Co-President, Charles and Lynn Schusterman Family Philanthropies

Tracee Ellis Ross
Actress, Producer, CEO, Activist

Jennifer Esposito
Actress, Writer, Producer, Activist, Human

Tina Exarhos
Chief Content Officer, NowThis Media

America Ferrera
Actress, Director, Producer, Activist

Lisa Gelobter
CEO, tEQuitable

Paula J. Giddings
Author and Elizabeth A. Woodson Professor Emerita, Smith College

Desiree Gruber
CEO, Full Picture

Sarah Harden
CEO, Hello Sunshine

Sarú Jayaraman
Co-Founder, One Fair Wage & Restaurant Opportunities Centers (ROC) United and Director, Food Labor Research Center, University of California, Berkeley

Sarah Jones
Tony-winning Performer, Writer, Producer

Nancy Josephson
Partner, WME (William Morris Endeavor)

Dara Kass, MD
Emergency Physician, Gender Equity Advocate

Billie Jean King
Founder, Billie Jean King Leadership Initiative

Ilana Kloss
Managing Partner, Billie Jean King Enterprises

Salli Krawcheck
CEO and Co-Founder, Ellevest

Padma Lakshmi
Author, Host, Executive Producer

Brie Larson
Artist, Activist

Nancy E. Lefkowitz
Senior Vice President, Talent Relations, Tribeca Enterprises

Haven Ley
Managing Director, Program Strategy and Investment, Pivotal Ventures

Carmen LoBue
Filmmaker, Activist

Dyllan McGee
Founder & Executive Producer, MAKERS and Founder & CEO, McGee Media

Carolyn McGourty Supple
Executive Director, The Press Forward

Alyssa Milano
Activist, Author, Actor, Producer, Podcast Host

Janelle Monáe
Singer, Songwriter, Actor, Producer, Record Label CEO, Activist

Julianne Moore
Actor, Activist, Producer

Kathy Najimy
Actor, Activist

Sharon Nelles
Partner, Sullivan & Cromwell

Amy Nauikas
Founder & CEO, Anthemis and Archer Gray

Meredith O’Sullivan
Wasson
Co-Founder & Co-CEO, The LEDE Company

Holly Peterson
Author, Producer

Ai-jen Poo
Director, National Domestic Workers Alliance & Caring Across Generations

Natalie Portman
Actor, Director, Activist

Mónica Ramírez
President, Justice for Migrant Women and Co-Founder, The Latinx House

Alysia Reiner
Actor, Producer, Activist

Kate Rigg
Actor, Producer, Activist

Angela Robinson
Filmmaker, Activist

Jade Rosenthal
CEO & Co-Founder, Tribeca Enterprises and Producer

Becca Roux
Executive Director, U.S. Women’s National Team Players Association

Amy Schumer
Actor, Comic, Activist

Leslie Silva
Actor, Photographer, Activist, Teacher, Director

Sukhinder Singh Cassidy
Founder and Chairman, theBoardlist

Megan Smith
CEO, shift7 and Former U.S. Chief Technology Officer

Stacy L. Smith
Founder, Annenberg Inclusion Initiative

Joey Soloway
Filmmaker, Artist, Activist

Mira Sorvino
Actress, Activist, and United Nations Goodwill Ambassador

Karla Souza
Actor, Producer, Activist

Amber Tamblyn
Actor, Author, Director, Activist

Keleigh Thomas Morgan
Partner, Sunshine Sachs

Tessa Thompson
Actor, Activist

Marisa Sophia Tomei
Actor, Activist

Kerry Washington
Actor, Producer, CEO, Activist

Paula Weinstein
Executive Vice President, Tribeca Enterprises

Reese Witherspoon
Actor, Producer, Activist

Kathryn S. Wylde
President & CEO, Partnership for New York City

Sara Ziff
Founder & Executive Director, Model Alliance

Titles and affiliations for both the Governing Board and Global Leadership Board are listed for informational purposes only.
TIME’S UP

Team

Tina Tchen, President and Chief Executive Officer
Monifa Bandele, Chief Operating Officer
Tshombe Hubbard, Chief Financial Officer
Allison Lee, Chief Development Officer

Arielle Baldwin, External Affairs Associate
Mariah Brown, Data and Analytics Manager
Gina Arias, Director of TIME’S UP Healthcare
Gina Garapolo-Ciaccio, Executive Operations Manager
Karina Gonzalez, Development Operations Associate
Stacey Ferguson, Digital Director
Jess Forden, Senior Research Analyst
Chelsea Fuller, Vice President of Communications
Tony Hernandez, Communications Associate
Michelle Jones Simms, Associate Director of Industries
Ankita “Kita” Kanakadandila, Advocacy and Engagement Manager
Devan King, Senior Manager of Creative Services
Emily Koh, Director of Strategic Initiatives
Latifa Lyles, Vice President for Advocacy and Survivor Initiatives
Anwesha Majumder, Associate Director for Data Analysis
Ngoc Nguyen, Head of Entertainment Industry
Stephanie Odiase, Senior Manager of Research and Partnerships
Emily Okonowsky, Entertainment Manager
Isabel Orbon, Director of Major Gifts
Hope Rohrbach, Digital Associate

THE TIME’S UP™ FOUNDATION

TIME’S UP™ Foundation is the programmatic arm of TIME’S UP. We pioneer innovative research driving toward solutions to address systemic inequality and injustice in the workplace through the TIME’S UP Impact Lab. And we support industry leaders in shifting the paradigm of workplace culture toward one of safety, equity, and dignity for all. The TIME’S UP Foundation is a 501(c)(3) charitable organization.

TIME’S UP NOW

TIME’S UP™ Now is the nonpartisan and not-for-profit advocacy arm of TIME’S UP. We advocate for safe, fair, and dignified work for all in the public and private sectors, calling for an end to harassment and other related forms of discrimination on the job. And we fight to rebuild the systems that have taken away women’s power for far too long. TIME’S UP Now is a 501(c)(4) social welfare organization.

TIME’S UP LEGAL DEFENSE FUND

The TIME’S UP Legal Defense Fund™, which which is housed at and administered by the National Women’s Law Center Fund LLC, connects those who experience sexual misconduct including assault, harassment, abuse, and related retaliation in the workplace or in trying to advance their careers with legal and public relations assistance. The Fund helps defray legal and public relations costs in select cases based on criteria and availability of funds. Donations to the TIME’S UP Legal Defense Fund are tax deductible through the TIME’S UP™ Foundation.