

The initiative includes:

— A legal defense fund, backed by \$13 million in donations, to help less privileged women — like janitors, nurses and workers at farms, factories, restaurants and hotels — protect themselves from sexual misconduct and the fallout from reporting it.

— Legislation to penalize companies that tolerate persistent harassment, and to discourage the use of nondisclosure agreements to silence victims.

— A drive to reach gender parity at studios and talent agencies that has already begun making headway.

— And a request that women walking the red carpet at the Golden Globes speak out and raise awareness by wearing black which we know took place with great success.