



**February 28, 2021**

**ATTN:**

**Meher Tatna, Board Chair, Hollywood Foreign Press Association (HFPA)**

**Ali Sar, President Hollywood Foreign Press Association (HFPA)**

**Helen Hoehne, Vice President, Hollywood Foreign Press Association (HFPA)**

**Re: #TIMESUPGlobes**

Dear Ms. Tatna, Ms. Hoehne and Mr. Sar,

Three years ago, TIME'S UP sparked a movement at the Golden Globes. Pledging to work with allies across the country – across the globe – we demanded workplaces that are free from sexual harassment and to require institutions plagued by inequality to open their doors and create greater opportunities for all. We are at your door now to discuss your workplace.

Yes, the lack of diverse representation in your membership is significant and an embarrassment in its own right. However, it is only one of many concerns of inclusion and respect that have been documented in the LA Times, The New York Times, and most of the industry trade papers. You are aware of every allegation. We have also gathered them [on our website](#).

You must now address the systemic problems within your organization.

The HFPA's statements tonight and over the last several days indicate a fundamental lack of understanding of the depth of the problems at hand. Your stated version of change is cosmetic - find Black people. That is not a solution.

The problems with the HFPA cannot be addressed simply by a search for new members who meet your self-declared membership criteria. That criteria reflects a fundamental lack of understanding of the problems at hand. Change only occurs from an awareness of larger cultural problems, as well as a long-term commitment to systemic change. The membership of a small, exclusive private association would generally not merit such broad concern. However, it is unquestionable that HFPA's award show has an outsized impact on the entertainment industry and by extension our overall culture.

We listened tonight and hoped to hear the HFPA respond with some awareness that the industry wide discontent with your organization's practices goes far beyond what you offered tonight and in the days preceding. What we had hoped you heard was that not having a Black member was a symptom of a problem, not just the problem itself.

At TIME'S UP, we know that the only way to create safe, fair and dignified work for all is to break down the hidden power structures and toxic cultures that block full inclusion and equity.

The Globes are no longer golden. We at TIME'S UP stand ready to work for real change.

Sincerely,

A handwritten signature in black ink, appearing to read "Tina Tchen". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Tina Tchen  
President & CEO