



February 28, 2021

ATTN:

Mark Lazarus, Chairman, NBCUniversal Television and Streaming

Susan Rovner, Chairman, Entertainment Content, NBCUniversal Television & Streaming

Re: #TIMESUPGlobes

Dear Colleagues,

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 must fix the Golden Globes.

Statements made by the Hollywood Foreign Press Association (HFPA) tonight and over the last several days indicate that the organization believes it can make the fix. Nothing shared thus far should make the industry confident that the organization alone will create the solution. If the HFPA understood the social reckoning of these times, it would not have needed an LA Times exposé followed by negative global press and a pummeling on social media to announce a commitment to change. The organization's stated version of change is cosmetic - find Black people. That is not a solution.

Change only occurs from an awareness of larger cultural problems, as well as a long-term commitment to systemic change. We wish the HFPA had responded tonight with some awareness that the industry-wide discontent with its practices goes far beyond the embarrassing disclosure that they cannot recall the last time it had a Black member.

We won't list for you in this letter the many concerns that have dogged the HFPA for years. We have compiled those [on our website](#). And there are more that you may not yet be aware of. This goes far beyond the simplistic description we heard tonight of representation and inclusion. The awards process must be free from concerns of racism or misogyny and devoid of the stories of rampant discrimination against filmmakers of color and the discomfort of actors who participate in any event.

The HFPA's self-declared membership criteria demonstrates a fundamental lack of understanding of the problems at hand. It calls into question the entire mission of the organization itself. The internal workings of a small, exclusive, private association would generally not merit such broad concern. However, it demands change because the HFPA's award show which airs on your network has an outsized impact on the entertainment industry and by extension our overall culture.

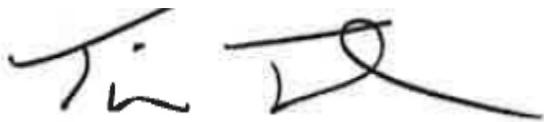
Much of the credibility of the Golden Globes is drawn from its affiliation with your network. NBCUniversal has a reputational interest in fixing these issues. To do so is consistent with your Chairman Brian Roberts's commitment that the "company will try to play an integral role in driving lasting reform." As leaders of NBCUniversal television, your power as stakeholders makes you an effective force of change.

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.

We recognize the significance of the Golden Globes to the awards season, but a claim to significant real estate is not an exemption from a lack of obligation to the ethical standards that the industry is embracing. To the contrary, it is your obligation. We urge NBCUniversal to lead this effort. We at TIME'S UP stand ready to work for real change.

The Globes are no longer golden. It's time to act.

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