



# ON THE RECORD

Film Discussion Guide

“

Healing begins  
where the wound  
was made.

*Alice Walker, American Novelist*





# Introduction to the Guide

by Farah Tanis, *Black Women's Blueprint*

**ON THE RECORD (2020)**, addresses a vacuum in contemporary conversations about the prevalence and scale of the disregard for allegations of sexual violence made by Black women, and girls specifically. A 2011-2016 survey conducted by Black Women's Blueprint confirms that the vast majority of sexual violence and harassment goes unreported. Of the participants surveyed, 70% had been sexually assaulted before the age of 18. Of that 70%, the most commonly reported age of a first sexual assault was 5 years old. 91% of the Black survivors who took the survey identified the harm-doer as Black. The most number of times a survivor was raped was eleven times. The longest period of time a survivor was raped until she lost count was 6 years. These numbers are staggering. Black Women's Blueprint's ground-breaking research resulted in the first report of the *Black Women's Truth and Reconciliation Commission* published in 2019.

**According to a survey by the U.S.... Department of Justice** 60% to 80% of rapes go unreported and eight out of ten rapes are committed by someone known to the victim. In Black communities there is a need to acknowledge rape as both unacceptable and a non-negotiable wrongdoing. As women of color, we can't partition race from our other identities or social statuses. For survivors, these identities live together, and for harm doers, class matters, celebrity matters, gender matters, and race matters. Black women, in particular, have been forced to be the perfect victim or keep their mouths shut, choose race over gender, and think and say what is most popular.

**Regardless of where rape is committed and by whom**, rape is rape. Believing survivors is what we owe each other and ourselves, particularly as people who survived multigenerational trauma from the slave-trade to the Antebellum South, Jim Crow, and present-

day brutality at the hands of the criminal justice system. While we understand the racial politics involved in sexual assault cases, as well as the generational trauma linked to the stereotypes about Black men, we condemn tactics that detract from the truth.

**It is time to honor the legacies of survivor-resistance.** This is a moment for survivors and survivor-allies to deeply reflect on a collaborative practice of honesty, accountability and care. The fact that cases involving celebrities receive so little coverage (from mainstream publications including Black media) is demonstrative of misogyny that pits all genders, but especially Black women and men against one another.

**Black women should not have to choose which identity, race, or gender, supersedes the other.** We can hold the complexity and multiple jeopardies of race-gender-sexuality issues. Survivors should not have to confront backlash or ridicule in their own communities when they take brave action and engage in truth-telling. For the survivors who have come forward and those who have yet to share their accounts, we have faith that storms do pass, that healing is possible and that justice comes in many forms—beginning with your breaking of silences. Alice Walker reminds us, "Healing begins where the wound was made."

**Survivors have shared their accounts at great risk** to themselves, their employment, their families, and their networks. It is up to us to listen, to believe them, to hold these accounts with respect and with compassion, and foster environments where we can all make leaps towards a reality where women across generations can see themselves as political, communal and personal powerhouses, and where safety and dignity are paramount.

# Facts & Statistics

**1** <sup>IN</sup> **3**  
**WOMEN GLOBALLY**  
WILL EXPERIENCE  
PHYSICAL/SEXUAL VIOLENCE  
BY AN INTIMATE PARTNER  
OR SEXUAL VIOLENCE BY  
A NON-PARTNER

WHO

NEARLY  
**75%**  
OF ALL  
**SEXUAL ASSAULTS  
GO UNREPORTED**

RAINN

**90%**  
OF ADULT RAPE SURVIVORS  
**ARE WOMEN**

RAINN

DUE TO FACTORS SUCH AS  
MEDICAL AND LEGAL COSTS, AND  
LOSS OF WORK PRODUCTIVITY,  
THE ESTIMATED LIFETIME  
COST OF RAPE ON AN INDIVIDUAL

**\$122,461**

NSVRC

ROUGHLY  
**3 OUT OF 4**  
**PEOPLE**  
THAT EXPERIENCE WORKPLACE  
SEXUAL HARASSMENT  
**DON'T REPORT IT**

EEO

WHILE 80% OF RAPES ARE  
REPORTED BY WHITE WOMEN,  
**WOMEN OF COLOR**  
ARE MORE LIKELY TO BE  
ASSAULTED THAN WHITE WOMEN

PREVALENCE RATES OF  
RAPE OF WOMEN BY RACE  
IN THE UNITED STATES:  
ASIAN/PACIFIC ISLANDER: **6.8%**  
HISPANIC/LATINA: **11.9%**  
WHITE: **17.7%**  
BLACK: **18.8%**  
MIXED RACE: **24.4%**  
AMERICAN INDIAN/ALASKA NATIVE: **34.1%**

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE,  
WOMEN OF COLOR NETWORK

**12%**  
OF SEXUAL ASSAULTS  
OCCUR WHILE THE  
**SURVIVOR WAS  
WORKING**

RAINN

OUT OF  
**1000 SEXUAL ASSAULTS,**  
**995 WILL WALK FREE.**  
ONLY 5% OF  
SEXUAL ASSAULTERS  
FACE JAIL TIME

RAINN

OVER  
**4** <sup>IN</sup> **10**  
**BLACK WOMEN**  
EXPERIENCE PHYSICAL  
INTIMATE  
PARTNER VIOLENCE

IWPR

FOR EVERY  
15 BLACK WOMEN  
WHO ARE RAPED,  
**SOLELY 1**  
**REPORTS HER  
ASSAULT**

NOW

**WOMEN EXPERIENCE HIGHER RATES  
OF PSYCHOLOGICAL ABUSE INCLUDING  
VERBAL HARASSMENT, HUMILIATION,  
INSULTS, AND COERCIVE CONTROL**

IWPR

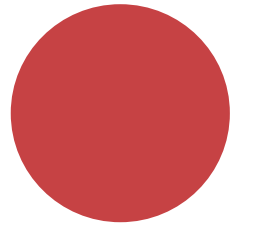
ONLY  
**41**  
OUT OF  
**1000**  
SEXUAL ASSAULT AND  
BATTERY CRIMES RESULT IN A  
**FELONY CONVICTION**

RAINN

OVER  
**90%**  
OF BLACK WOMEN  
KNEW THEIR KILLERS

IWPR

# Discussion Questions



## What is sexual violence?

Sexual violence is rooted in systemic and structural inequality and impacts millions of people worldwide. While sexual violence impacts each survivor uniquely, it is always an abuse of power and a violation of consent.

1. What is power, who holds it and how can it be abused? What is the responsibility of those who hold power?
2. What is consent?
3. What is sexual assault? What is rape?
4. What is sexual harassment in the workplace and how can you identify it? How would you respond if you experienced harassment at work or if you knew a co-worker was being harassed or assaulted?
5. What can you do to take action against sexual harassment and sexual violence? Identify steps you can take to prevent sexual assault in your community and to support survivors.

#### Resources

- [What will it take? Promoting Cultural Change to End Sexual Harassment](#) (2019), UN Women
- [Select Task Force on the Study of Harassment in the Workplace](#) US EEOC
- [A Practitioner's Toolkit on Access to Justice](#) UN Women
- [Violence against Women](#) by the World Health Organization
- [Justice for Women](#) by Pathfinder
- [Understanding Consent](#) by RAINN

## QUESTIONS ON

# Race

Since the beginning of colonization, violence against women and girls of color has been utilized to assert cultural, economic, sexual, and political power in the United States and beyond. Hypersexual depictions of Black women's bodies were used to justify casting them as objects of reproduction, desire, and tools for forced labor. Consequently, racialized sexual violence and abuse became normalized, tolerated, and perpetuated in American culture.

Anti-rape movements against the degradation and intimidation of women of color ignited during the abolitionist movement, laid the foundation for the ongoing fight to defend and protect Black women's bodily integrity, dignity, and autonomy. Over the course of the 1940s-1970s, the experiences of survivors including Recy Taylor, Betty Jean Owens, and Joan Little brought national attention to the impact of sexual violence on Black women and raised awareness about the power of collective action and accountability.

While we have made some progress regarding legal protections and access to services for survivors of color, the need to shift culture, counter stigma, and transform systems of domination that silence victims remain dire.

In a landscape where over 1 in 6 women and 20% of Black women have been raped, the need to bear witness to the stories of survivors today remains relevant, urgent, and necessary to transform our culture.

1. Joan Morgan points out that popular discourse suggests that Black women “cannot get raped.” How do stereotypes about Black women enable their exploitation?

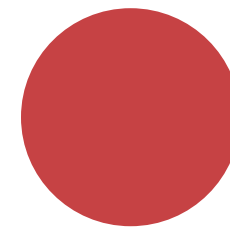
2. How does the history of racism and colonialism impact women of color's access to justice worldwide?

3. How do Black women heal when their community turns on them for reporting abuse against an influential and beloved idol of the Black community?

4. Drew Dixon notes that she decided to speak after Jenny Lumet, another Black woman, came out about being assaulted by Russell Simmons as she could not stand to “let her twist in the wind”. What does the film show about the solidarity of women?

### Resources

- *At the Dark End of the Street* by Danielle McGuire
- *Killing the Black Body* by Dorothy Roberts
- *Longing To Tell: Black Women Talk About Sexuality and Intimacy* by Tricia Rose



## QUESTIONS ON

# Justice

Rape and sexual assault are the only crimes where the victim is essentially put on trial. Justice systems around the world have largely failed survivors of sexual violence. From defining rape as requiring violence rather than lack of consent, probing into a survivor's sexual history to discredit her, accumulating a backlog of thousands of untested rape kits that could be used to prove a case, to “marry your rapist laws” that allow rapists to avoid legal consequences if they marry their victim; justice systems have generally addressed sexual violence from a man's perspective and have discouraged survivors from accessing justice. As a result, while 1 out of 6 women in the United States will be a victim of rape or attempted rape, less than 1% of these cases will result in a felony conviction.

Power and privilege determine who is held accountable. Powerful White men, such as Brock Turner, Dominique Strauss Khan, and Harvey Weinstein (until recently), had their rape/sexual assault cases dismissed or were let off with minimal penalty at immense cost to their victims. At the same time, men of color are disproportionately represented on sex offender registries.

The historical and ongoing brutal treatment of Black men in the criminal justice system makes Black women — who themselves have faced racial profiling and higher incarceration rates — hesitant to report men to this system. Women from marginalized communities around the world — whether marginalized on the basis of race, religion, class, migration status, gender identity, sexual orientation, disability — face similar added barriers to accessing justice systems. It is noteworthy that none of the survivors featured in *On the Record* accessed the criminal justice system. The film follows Drew Dixon as she grapples with the double bind faced by Black women in going public with allegations of rape.

1. At the beginning of the film, Drew Dixon questions whether the power of the #MeToo movement would work for Black women. Has the #MeToo movement been equally accessible to all women? Has it led to greater access to justice?

2. Drew's friend Miguel asked her if she wanted to go to the police after she told him that Russell Simmons raped her and Drew said she couldn't because “he is Russell Simmons” and no one would believe her. What does accountability look like in a culture of celebrity, power, and privilege?

3. Studies show that many survivors of sexual violence fear reporting their experiences to law enforcement. What do you think needs to change so that people feel safe to come forward?

4. What are the barriers to men—and women—to intervening in situations of sexual assault, or harassment? How can one successfully navigate, or overcome those barriers? What messages does it send to others by not intervening?

5. What is the media's role in uplifting the experiences of survivors and barriers to justice? Are they complementary to, or have they overtaken, the role of law enforcement and the legal system?

### Resources

- [TED Talk: The Urgency of Intersectionality](#) by Kimberle Crenshaw
- [When Truth Is Justice and Not Enough: Executive Summary to the Black Women's Truth and Reconciliation Commission Report](#) by Black Women's Blueprint
- [Survived and Punished](#) by Barnard Center for Research on Women
- [The Investigation And Prosecution Of Sexual Violence](#) by the Human Rights Center at the University of Berkeley
- [The World's Shame: The Global Rape Epidemic](#) by Equality Now

## QUESTIONS ON

# Culture

**Misogyny in the media, the entertainment industry, and hip-hop specifically, mirrors biased attitudes about race, gender, and sexuality that are deeply entrenched within our culture and institutions. When survivors' accounts are shrouded in silence, shame, or cast in doubt, it reinforces narratives that perpetuate injustice in the media, the farthest-reaching public education tool in our culture.**

While women have played a powerful role in hip-hop from its origins to present, the vast majority of corporate label owners whose influence and investments shape the industry are men. In *On the Record*, several experts address the culture of misogyny in popular music and the rising sexist lyrics and objectification of women in hip-hop videos. For example, Joan Morgan points out that misogyny was the price of admission into the culture. Drew Dixon says that women had to brush off the misogynistic language of hip hop or be seen as thin-skinned. And, Sil Lai Abrams notes that women's ability to ascend in this culture depended on either complying with men's demands or letting them think that conforming to these terms may be possible.

Despite the prevalence of sexual violence against women of color, accounts about their testimony and organized resistance are too often sidelined from headlines and public dialogue about pop culture. In a climate where some entertainment influencers and policymakers continue to perpetuate rape culture by undermining the ubiquity and severity of sexual violence with stigmatizing distinctions about credibility and consent, *On the Record* amplifies women's accounts and calls for accountability.

1. Sil Lai says that Def Jam was like a club and sexual harassment was baked into the culture. Can spaces be gendered? How did power play out in this environment?
2. Why do you think music that demeans women and/or members of the LGBTQ community is so popular? Who determines which content is uplifted and amplified? What responsibility do artists and industry executives hold?
3. Reflect on what happened to Mercedes Ladies and what Drew Dixon could have achieved if she stayed at Def Jam or Arista Records. What are the direct and indirect costs of the misogynistic culture of hip hop on women artists and music executives?"
4. What does feminist hip-hop look like? How do power dynamics shape what styles of hip-hop are resourced and centered?

### Resources

- *I Still Believe Anita Hill* edited by Amy Richards and Cynthia Greenberg
- *The Crunk Feminist Collection* by Brittney C. Cooper, Susanna M. Morris, and Robin M. Boylorn
- *Hey, Shorty! A Guide To Combating Sexual Harassment And Violence In Schools And On The Streets* by Girls for Gender Equity, Joanne Smith, Meghan Huppach, and Mandy Van Deven
- *Why are there so few women in "best-of" hip-hop polls?* by J'na Jamerson
- *Survivor Love Letter* by Tani Ikeda



## QUESTIONS ON

# Men

The mythical icon of “Mandingo,” an overwhelming, sexually well-endowed Black man intent on conquering the virginal purity of White women has hung over Black manhood across generations. The Black male body has been viewed as the greatest sexual threat to the national, social order, and during broad periods of American history has systemically been destroyed, through grotesque public lynchings where Black male genitalia was excised, or through the mass incarceration industrial complex. The specter of violence in some form has led many Black Americans to fear a justice system perceived as unfair, seeking to steal men from the community-at-large, justifying the notion that “what happens in the family stays in the family” when it comes to rape and sexual assault.

Even Black men who see themselves as allies to their sisters, too often remain silent or look the other way in the face of verbal or physical abuse, lest their masculinity be challenged for “siding” with a woman or worse, White America. That “bystanderism” has deepened the absence of accountability between men for their actions toward women, and each other. Black men’s silence to intra-racial sexual assault and rape is not new, even in the midst of raised, collective social consciousness. Indeed, the construct of Black masculinity—those characteristics and roles most associated with being “Black”—not only demands re-evaluation but also deconstruction. Success for Black men is usually measured against that of predominantly White figures. For Black men to embrace those attributes construed as powerful, strong, or influential by society at large, e.g. Marlon Brando in “The Godfather,” Al Pacino in “Scarface,” or Wall Street multi-millionaires can put them in conflict with that same majority community, or cultural norms and rituals in communities of color. The transformation of Black manhood and the community-at-large’s view of intra-racial, gender-based violence against women and girls rests on authentic accountability—social and legal—as well as addressing historical trauma as a legacy of unfronted violence. Modeling behaviors that respect and value the well-being and lives of Black women—all women—are critical to successfully re-defining what it means to be a healthy, non-violent man.

1. How do you define masculinity? Is there one archetype, or model, of “what it means to be a man”? What constitutes “harmful” or “toxic” masculinity?
2. Where do you think are the best spaces to talk about manhood and masculinity? Who are the best messengers or facilitators to do so?
3. What messages did Drew Dixon and others working in the hip-hop music industry receive from men such as Russell Simmons and L.A. Reid about the way (Black) masculinity works?
4. How did the experiences of Black women—like Anita Hill who testified before the Senate Judiciary Committee with sexual harassment accusations against Clarence Thomas and Desiree Washington who accused Mike Tyson of rape—impact Drew Dixon in her decision to break her silence?

#### Resources

- *Cool Pose: The Dilemmas of Black Manhood in America* by Richard Majors and Janet Mancini Bilson
- *Letters to a Young Brother* by Hill Harper
- *we real cool: black men and masculinity* by bell hooks
- *New Black Man* by Mark Anthony Neal
- *Code of the Street* by Elijah Anderson

#### Organizational Resources for Men

- Futures without Violence: [www.futureswithoutviolence.org](http://www.futureswithoutviolence.org)  
Men Stopping Violence: [www.menstoppingviolence.org](http://www.menstoppingviolence.org)  
CONNECT: [www.connectnyc.org](http://www.connectnyc.org)

# Dear Survivor,

## Communities must put survivors first. If speaking out allows us to begin the process of healing, then coming together in solidarity is what gives us the strength to resist the despair that isolation too often engenders.

To those who have survived sexual assault or any other form of violation along the continuum of categories of sexual violence reserved primarily for women across identities, we write you in solidarity, in support, and in sisterhood. Many of us are survivors ourselves and/or come from families of survivors all over the world. We represent multiple generations of women weaving the pieces of their lives back together, seeking justice for harm inflicted by others and damage they had no stake in creating. Survivors are on constant journeys towards healing, towards rewriting our personal narratives and towards reclaiming our bodies and ourselves. We know all too well what you’re going through. For that reason, we write you this public letter.

This letter is to all the girls, the sisters left in back alleys, in heaps on their bedroom or living room floors. It is to those left in building hallways, staircases, backseats of police cars, backroom parties and basement garages. This letter is also to the communities which must rally with us in solidarity, until we are all free from violence.

**Dear Survivor, we want you to know that healing is possible, solidarity is possible and so is holding harm-doers accountable.** Today we think back to the time and space in our history where women banded together to fight sexual violence and deployed their collective voices, and with their pens and their letters, with testimony and sometimes through their marches, they denounced the violence against the women of their day and those who came before them. Although known for igniting the Montgomery Bus Boycott, Rosa Parks’ grassroots organizing work began with her investigating the rapes and torture of Black women in the South. Rosa Parks investigated and advocated to end the Jim Crow rapes—which were part of the systemic and wholesale attacks on African-American communities who wanted nothing but full recognition as citizens and as equal human beings. **However, today we are under siege from within.** Our fellow Black and Brown brothers picked up and refined the “master’s tools” and continue to abuse, to violate and divide. There is no pain more devastating than the one inflicted by those we love, by our friends and families.

**Here is how we heal:** Every day, community members, friends, family, and loved ones must affirm that as survivors, we did nothing to deserve and cause violence against us. Know that no matter what our state, what we wear, what we drink, eat, or say, we did nothing to cause sexual violence against us. Despite all the vitriol, it remains clear that none of us deserve to be raped, ever. We should all have the right to do as we please—get drunk, high, and even strip naked if we feel inclined and still be safe, still exist and thrive in environments that consider our inherent value and where those bent on inflicting harm are stopped in their tracks.

Dear Survivor, as the human being that you are, you should always be honored. Your ability to consent should be respected. Your right to clearly grant or not grant access to your body should always be upheld. You bear no responsibility for any sexual violence against you and therefore, no matter what the public says, the burden is not yours.

No matter what is said and done in any form to describe you as having given consent because of who you were with or where you decided to spend the night, know and understand that consent means mutual agreement, based on a shared desire for specific sexual activities. Consent is an ongoing and enthusiastic verbal interaction, taken one step at a time, to an expressed and honest yes. Cooperation, uncertainty, compliance, incapability, lack of awareness, or silence is never consent.

**To our communities, here is how we stand in solidarity with survivors:** Know that survivors often face an onslaught of victim-blaming that will punctuate many discussions on rape, sexual harassment and all sexual violence. Speak against victim-blaming on every front. If you attempt to speak up, the determination by those who will try to deter you will be fierce and unlike anything you may have ever experienced. Despite community denials, we all know we live in a deeply misogynistic world where the hate for women pervades every aspect of our culture and every system and industry imaginable. This misogyny is so pervasive that everyone including sister-friends may at some point and time say something accusatory, ignorant, and simply painful. Know that this is a manifestation of their internalized sexism and at times is a reflection of their own self-hate.

You may experience distancing from some, as they will disagree with your support of survivors, assert directly and indirectly they are not like you and discredit your knowledge, your sense of compassion or empathy. Do not personalize this, as they are still operating under the repressive

social and cultural ideology that says women are supposed to act in ways that make others feel comfortable. In other words, it is expected that we practice the politics of respectability even today, though it is not so relevant, nor has it ever been effective in preventing sexual violence, especially where Black women are concerned. Those expectations are not only unrealistic, they are repressive. Whoever says survivors “should have,” “could have,” “would have,” that’s their stuff; remember that every survivor’s healing is a priority. Survivors, we are not to blame. Survivors are not alone in each of their experiences. What survivors choose to do for themselves from this moment on should be the focus and priority.

**Healing is still possible when the community turns on you after reporting abuse by an influential and beloved idol:** You may have already experienced backlash and public scrutiny for airing the Black community’s dirty laundry. Unfortunately, our community continues to hold onto a stubborn code of silence and false loyalty to harm-doers who dehumanize women, and themselves. Ours has proven to be a community that refuses to admit that sexual assault is rampant that it happens to us, in our music and entertainment industries, our churches, in our homes and on our historically Black Colleges and University campuses and elsewhere.

Sexual assault reminds Black communities that some of our people are fallible, imperfect, and yes, violent. Sexual assault reminds Black communities there are those among us who will choose to rape us and that we all, at some point will run out of excuses for not acting, for not holding each other accountable.

Despite #MeToo efforts and a hashtag which went viral, where survivors were invited to speak out, there remains a stubborn, protective loyalty to harm-doers. The survivors of R.Kelly, Bill Cosby and other beloved and influential idols, continue to be blamed for exposing successful Black men. Our communities have gone as far as to accuse survivors and their loved ones of aiding and abetting the systemic and money-making mass incarceration of these Black men. But through it all, be clear about this: survivors have a right to protect and defend their bodies. Survivors and community members have a right to speak against sexual violence.

Our work here at **Black Women’s Blueprint** has been to act and speak against the very sexual violence too many of us have endured within our own communities. We’re constantly writing, responding to fighting words on behalf of women and girls who are survivors of rape, defending our right to dignity, to safety and demanding harm-doers be held responsible, repositioning the blame on the rightful parties—actual harm-doers, ill-defined masculinity, power and privilege, and rape culture. The work is ongoing and relentless. We’re committed to doing this for all of us. We’re committed to repeating the call for justice, to repeating the demand that each person act to end rape and rape culture beyond the twenty-one times social scientists say it takes for a message to be internalized by a learner, by members of our communities, campuses, workplaces and by families where we should be safe.

It is unfortunate that we live in a society where Black men still rely on the conquest of Black women to affirm and reaffirm their value, manhood, and existence. Within this context, rape is an abuse of power. It is disheartening and is indicative of a much more difficult and deeper issue to address: the internalized oppression in our brothers, which has failed to instill in them reverence and respect for Black women. The true embarrassment is that Black men are not being taught that the possibility of their existence should not include within it, the domination of another, let alone the domination of Black women.

**Dear Survivor,** you are brave, worthy, and have sisters in the movement to end sexual violence against women, girls, and others who are targeted with frequent regularity. There will be days when you don’t feel like fighting and that’s ok. You have a multitude of people worldwide behind you, at your left and at your right, in front of you and for sure under your feet as you stand on the shoulders of the fiercest warriors who across centuries have fought to end sexual violence.

We FIGHT for you and for us until there is peace.

With abiding love,

### Farah Tanis, Black Women’s Blueprint

#### Resources:

**National Sexual Assault Hotline:** If you have experienced sexual violence, free, confidential help is available 24/7 by calling 800-656-HOPE (4673) or visiting [online.rainn.org](https://online.rainn.org). En Español: [rainn.org/es](https://rainn.org/es).

**Friends & Family Toolkit** by RAINN

**Recovering From Sexual Violence** by RAINN

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# Contributors



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**Yasmeen Hassan** is the Global Executive Director of Equality Now, a human rights organization that uses legal advocacy to protect and promote women's and girl's rights around the world. After receiving her J.D. from Harvard Law School, Yasmeen has spent the past thirty years fighting sex discriminatory laws and improving access to justice for survivors of sexual violence. She has served on the Council on Foreign Relations' Advisory Board on Child Marriage, provided expert guidance to the U.N. Trust to End Violence Against Women, and authored the first report on domestic violence in Pakistan.



**Jamia Wilson** is a feminist activist, writer, and speaker. As director of the Feminist Press at the City University of New York and the former VP of programs at the Women's Media Center, Jamia has been a leading voice on women's rights issues for over a decade. She is the author of *Young, Gifted, and Black*, the introduction and oral history in *Together We Rise: Behind the Scenes at the Protest Heard Around the World*, *Step Into Your Power: 23 Lessons on How to Live Your Best Life*, *ABC's of AOC*, and the co-author of *Roadmap of Revolutionaries: Resistance, Advocacy, and Activism for All*.

**Jimmie Briggs** is a documentary storyteller, writer and advocate for racial and gender equity. A member of the New York City Mayor's Gender Equity Commission, he is also an adjunct professor in social change journalism at the International Center of Photography in New York. He was a co-founder and executive Director emeritus of Man Up Campaign, a globally-focused organization to activate youth to stop violence against women and girls. Jimmie holds a Metal of Distinction from Barnard College and recently became a Principal at the Skoll Foundation.



**Emma Stoskopf-Ehrlich** is the Communications Officer at Equality Now. Previously she worked in global communications at the Center for Reproductive Rights and spent several years in East and Southern Africa working with conflict-affected populations. She holds an M.A. in International Affairs from the New School and a B.A. in History and Political Science from the University of Vermont.

**Bonnie Abaunza** has dedicated her life to humanitarian work, human rights and social justice advocacy. Through the Abaunza Group she works closely with filmmakers, artists, production companies, distributors and non-governmental organizations to develop and execute social impact campaigns for films and documentaries. Bonnie's work has addressed myriad human rights and civil rights issues as she has brought hard-hitting campaigns and major celebrity engagement to issues as diverse as child slavery, campus sexual assault, human trafficking, genocide, environmental justice, girls' education.



