

## **Solidarity Statement of Civil Rights Organizations and National Supporters of the Costume Designer Guild's Pay Equity Campaign #NakedWithoutUs**

We, the undersigned civil rights organizations, coalitions, individuals, and fellow workers in gender-segregated professions and industries, join **the Pay Equity Now / #NakedWithoutUs** Solidarity Campaign which advocates for pay parity for the Costume Designer's Guild (CDG), Local 892 International Alliance of Theatrical Stage Employees (IATSE). We strongly support the CDG's demand for pay equity that will resolve the current gender pay disparity within a union local of 87% female-identifying members.

The Costume Designers Guild, is a union of professional costume designers, assistant costume designers, and costume illustrators working in film, television, commercials, and other media. At 87%, the CDG has one of the highest populations of female members amongst the creative departments behind the camera. Studies show that the craft of costume design is substantially similar to other guild crafts with male membership at up to 84% (Smith, Choueiti, Choi & Pieper, 2019). This long-standing wage disparity adversely impacts costume designers' lifetime earning potential and pensions and hampers their ability to adequately prepare for their financial future when compared to their creative counterparts. Recognizing the indispensable contribution of the costume designer and their teams to the overall artistic vision and the economic success of a project, it is unconscionable to advocate for anything less than fair and equitable pay for costume designers, assistant costume designers and costume illustrators. The time is now for the AMPTP to rectify this unfair practice of paying women less for the same work once and for all.

When calculated based on a 60-hour work week, costume designer scale rate in the IATSE Basic Agreement is about **30% lower** than the nearest creative department-head and **45% lower** than that of the highest scale rate. Remarkably, the scale rate of the costume designer also falls far below many assistant positions in those same male-dominated crafts. Indeed, costume designers are the **lowest paid department head of all the creative department heads working on film and TV sets.**

We applaud the recent AICP contract negotiations that resulted in pay equity with their creative production design peers. This precedent proves that a more equitable future is possible.

***As civil rights champions, pay equity experts, fellow workers in other male-dominated industries, professional colleagues of costume designers, and beneficiaries of their extraordinary contributions to the industry, we call on the Alliance of Motion Picture and Television Producers to prioritize the pay equity demands of the Costume Designers Guild. We call on all negotiating parties to finalize a contract ensuring pay parity for costume designers equal to their male creative peers.***

**List of Individual Signatories:**

Alex Ellis  
Arianne Phillips  
Matt Coatsworth  
Mira Sorvino  
Rosanna Arquette

**List of Organizational Signatories:**

Equal Rights Advocates  
A Better Balance  
Asset Building Strategies  
Beeman & Muchmore, LLP  
Black Feminist Future  
California Women's Law Center  
California Work & Family Coalition  
Center for Advancement of Public Policy  
Center for WorkLife Law, UC Law SF  
Clearinghouse on Women's Issues  
Eastern Talent Agency  
ERA Coalition  
Feminist Majority Foundation  
Florida National Organization for Women (FL NOW)  
Gender Equality Law Center  
Greater Orlando National Organization for Women (Greater Orlando NOW)  
IATSE Local 80  
Independent Artist Group  
Innovative Artists  
Institute for Women's Policy Research  
Justice for Migrant Women  
Labor Council for Latin American Advancement  
Legal Aid at Work  
Lollipop Theater Network  
MANA, A National Latina Organization  
Methodist Federation for Social Action  
Metro DC Chapter of the Coalition of Labor Union Women  
Michigan Pay Equity Network  
Mississippi Black Women's Roundtable  
MomsRising  
National Black Worker Center  
National Center for Law and Economic Justice  
National Employment Law Project  
National Organization for Women  
National Organization for Women Foundation

National Partnership for Women & Families  
Philly CLUW  
Public Justice Center  
Sonoma County Tradeswomen  
Southwest Women's Law Center  
The National Taskforce on Tradeswomen's Issues  
UCLA, David C. Copley Center for the Study of Costume Design  
UltraViolet  
WIF (Women In Film) Los Angeles  
Women Employed  
Women In Media  
Women's Foundation California  
Women's Law Project  
Workplace Fairness  
Zero Gravity