

From: Tracy Granger <fatcrowfilms@icloud.com>
Subject: Re: Statement from the Academy of Motion Picture Arts and Sciences regarding Harvey Weinstein PS.
Date: 13 October 2017 at 9:14:19 PM GMT-7
To: Membership <membership@oscars.org>

Dear Jessica,

Thanks for writing me back.

Here is a photo of me in 1979 on the Burbank Lot coding dailies..(the only female intern on the lot at that time as far as I knew) and a photo of me very proud to be in the academy at 61.



And I can tell you from my heart it's a miracle I made it thru the obstacle course of sexual abuse with my sanity and self respect. But I really wanted to be an editor, more than anything.

A long time film editor friend recently said to me when we were discussing things in the 80's after she read my letter to the Academy, wrote this to me:

"I've been told more than once, "you're not deferential to men, that's your problem!"

I've had hookers brought into the cutting room, I've had a director's hand creep onto my thigh in a dark screening room, and an editor push me up against his car at lunch and grope me while forcing his tongue down my throat, a producer grab me around my waist and try to pull me off a music stage to go with him into another room, alone (I held onto both sides of the door frame to fight him pulling me). I've had so many sexually inappropriate and graphic things said to or about me, for the amusement of other men in the cutting room or mixing stage. I've heard the horror stories from other young women, unburdening themselves, because a famous actor called them constantly from his car, suggesting they take off their underwear for his remote gratification.

And you just turn back to your work and get on with it. Over and over. But sick inside, angry inside, depressed inside."

So well put. Sick inside absolutely. I experienced the same, the groping, the constant sexual wise cracks, editors asking me to bend over and replace the Osram bulbs on the the Kem so they could make sexual comments about my ass, the hookers after 10pm (which was a relief as it took the pressure of of us), even a director taking off his shirt and laying on the floor, asking me to walk on his back, (while Im cutting his film!) So much of this kind of stuff, it was just so shocking.

And early on when I was first starting out, I even had an editor I was assisting when I was in my early 20's try to tear my clothes off in front of the entire editing crew. A feature being shot on the Burbank lot. He came up behind me while I was breaking down the sound, and tried to pull my shirt off. I fought him so he threw me to the cutting room floor and pinned my arms down with his knees so I couldn't fight, still trying to pulling up my shirt and once that was over my head, he then tried to open my jeans. The attack stopped only when another editor heard my screams from the next cutting room and came running in and told the guy to stop or he'd call security. This happened in front of the entire editing team. They were all in shock, same as I was. When confronted this editor just laughed like it was a joke.

And this is what I meant by .."when good men did nothing". Security wasn't called. This was the way it was back then. These other members of our crew were also affected by that horrible misogynist culture, they were also in shock... also afraid of losing their jobs if they went up against a man more powerful. In this case their boss. My boss. This was LA back then. And to some extent it still is.

I don't know what hurt more.. what happened or the fact that I went back to work immediately afterwards pretending like nothing had happened. I wanted to survive in this business. I wanted to finish that job so I could get a credit and get another job. I wasn't about to run crying out that door!

But no one reported it to anyone and I was too traumatised to even talk about it for a long time. That editor eventually was fired for something completely unrelated. But that was just the beginning for me, the first of many hideous experiences.

So it is not only actresses that experienced this horror from Harvey. It was ALL OF US who worked 'below the line' as well.. on set and off. And many women left the industry as they were literally driven out. They couldn't take it. That's why the % of women in the Editors Guild is so low.. I think its like 17% or something crazy like that. And Its certainly not because of a woman's lack of drive and talent.

Anyway, I wish you the best of luck with your decision of what to do with Harvey. Maybe he should be forced to produce only films written and directed by women for the rest of his life? That would be a good start. :)

My best,
Tracy

TRACY GRANGER
FILM EDITOR
AMPAS ACE BAFTA
74 Hadley Street
London NW1 8TA
M: 44 (0) 790 410 6345
E: fatcrowfilms@icloud.com
<https://tracygranger.com>

From: Lorenza Munoz <lmunoz@oscars.org>
Subject: Standards of Conduct
Date: 2 February 2018 at 1:42:46 AM GMT
To: "'fatcrowfilms@icloud.com"' <fatcrowfilms@icloud.com>

Dear Tracy,

I have received your email and am sorry to hear about your experiences throughout your career.

To answer your question regarding Harvey Weinstein, as you may know, the Academy made a decision to immediately expel him in October 2017.

This past weekend our Board voted to begin a process for handling claims of misconduct. Here is the link to the announcement. <https://membership.oscars.org/?TakeMeTo=Claims>

As part of this process there will be a secure online form available in a few months, which can be used to submit claims. In the meantime, claims can be submitted by email. If you would like to fill out a form for a claim, please let me know and I will send you the questionnaire. There will be a continuing review of claims through this process. We will respond to these as we receive them, but we ask for your patience as we go through this process.

Thank you,
Lorenza



LORENZA MUNOZ
Managing Director, Membership and Awards

Academy of Motion Picture Art and Sciences
8949 Wilshire Blvd • Beverly Hills, CA 90211
310.247.3034 • lmunoz@oscars.org