Mine The Gap co-founder, Jessica N. Grounds, Explores the Issue of #MeToo in U.S. Companies

“Companies Should Be Asking Themselves, Does #MeToo Happen Here?”
by Jessica N. Grounds

“Sex discrimination, misconduct, and assault are nothing new in America. These abuses have played out throughout history. In the United States, we have seen cycles of exposure to the reality of this behavior and this most recent wave of stories is just the latest version.

In the 1960’s and 1970’s, we had sweeping responses to rampant sex discrimination against professional women exemplified in the Amazon series Good Girls Revolt about the massive discrimination case brought on by 46 women at Newsweek. In the 80’s and 90’s, we had discussions about unfair and sexist practices in both government and business which led to federal and state laws aimed at protecting women. In each generational revelation, we see a similar pattern of inappropriate actions perpetrated primarily by men in power on women with less power. While our culture has become more aware and has responded to these offenses over time, we will continue to be plagued by these issues as long as American culture places a higher value on one sex over the other.

But the latest wave of sexual harassment accusations has exposed this ugly reality in a new way. We see the financial impact on business. We see the public perception fallout in politics. We see an American sports culture in which we revere saturated with abuse and violence. Looking at the practical business dimension of this behavior, companies, and organizations are facing tangible financial implications and long-term reputational damage that can be avoided.”

To read more of Jessica’s article on Mind The Gap’s blog, click here [link to https://www.minethegap.co/blog/2017/11/14/companies-should-be-asking-themselves-does-metoo-happen-here]