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Glamour: The discussion about gender bias in Hollywood is more public than ever. What do you make of that?

AK: All the films nominated [for a Best Picture Oscar] this year had male leads. Like *every single one*. So I'm glad that [equality's] feeling like a bigger issue now.

Why Should a Man Make More Than Me?

Come on, Hollywood, fix that pay gap! Judy Greer, costar of FX's *Married*, takes a stand.

I am one of the lucky actresses. I've worked regularly, in everything from *13 Going on 30* and *27 Dresses* to my current TV show, *Married*. My career is fulfilling, and I'm happy. But sometimes I wonder: In a parallel universe where I did everything the same but happened to be a man, would I be more successful? Would I have to hustle less? Could I eat carbs? (OK, now I'm dreaming.) In the past few months, I've become convinced of one thing: If I were a man, I'd be paid more. I realize that some people may not sympathize with an actress who gets to be in movies and on TV

for a living. But if you take away names and vocations, the fact is that in 2015 a man is still getting paid more money to do the same job a woman does, in Hollywood and everywhere else. And no matter where you live or what you do, that's bullsh-t.

Based on conversations with friends (and yes, some polite gossip), I'm pretty sure I've earned less than many of my male costars over the years. And I've watched as men I started out with—guys who worked with the same directors and on the same types of shows as I did—climbed the ladder and landed larger roles with even larger paychecks. I'd always hoped that my career and salary would follow theirs. But instead the pay gap kept growing. One big reason: The parts



ALEX HOERNER/TRUNK ARCHIVE

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available to me as a woman are usually smaller and harder to come by. This problem spans the industry—the Center for the Study of Women in Television and Film at San Diego State University found that among the top-grossing films of 2014, only 12 percent of the jobs for actresses were considered “leading roles.” With such slim pickings, women are rarely in a position to negotiate for higher salaries. (Or, as my manager despairingly puts it, the studios can always find someone else who needs

for thinking women are better than that? So I recently took a major pay cut for a role I actually love. The character is smart and funny and has no use for high heels. It’s a breath of fresh air to go to work every day and tell my TV husband he’s lazy and needs to find his own damn keys. I’ve never been happier. But I am definitely not buying a new car this year.

Sometimes I get mad at myself for not demanding more. I idolize Charlize Theron, who reportedly negotiated a \$10 million

would be willing to work less, earn less, and wait for results that are totally out of my control. How is that really a choice?

Until now I’ve been afraid to speak up. I was raised to never talk about money, so I never ask for more. I am terrified to be deemed “difficult,” and I don’t think I’m the only woman with that fear. But a few years ago, I was lucky enough to become stepmom to a wonderful girl (a woman now; she’s 18), and I’d like to be an example for her. I hope that in whatever profession she

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a job.) The salary documents released in the Sony hacking scandal proved that even leading women—giant movie stars like Jennifer Lawrence and Amy Adams—still earn less than their male counterparts. How many Oscar nods and billion-dollar-grossing franchises does a girl have to get before she’s paid equally?

Meanwhile, the same study found that 58 percent of movie actresses in 2014 were stuck with “personal roles,” like wife or mother. (Men played husband or father only 31 percent of the time.) Those personal roles can of course be deep, but too often aren’t, like the eye-rolling housewife who’s got four screaming kids and is cooking dinner and finding her husband’s lost tax file. Am I insane

raise after she discovered she was making less money than her male costar on *The Huntsman*. I know that’s what actresses—and all women who want equal pay—are supposed to do, lest we give our employers the OK to carry on as usual. “People want to work for less money, I pay them less money,” said the former Sony CEO Amy Pascal in February. “Women shouldn’t be so grateful... Walk away.” But that seems unrealistic for me. Acting is my job. I have to pay for my life somehow, and I still need gas and food and the occasional blowout. I could, of course, refuse work that won’t pay as well, wait for the perfect project to come along, and then hope and pray that it’s a financial and critical success. But that means I

chooses, her hard work will be considered just as valuable as anyone else’s. So it’s time for me to talk about this. I may not be able to single-handedly fix the pay gap, but I can open my stepdaughter’s eyes to it. I can encourage her to negotiate, ask questions, and stand up for herself. I can remind myself to try that too. And in Hollywood I can continue to fight for more movies and TV shows—with bigger budgets—that value women. Women who are more than arm candy. Women who are layered and flawed, just like us. Women who kick ass.

And yes, women who get paid for it. **G**

Actress Judy Greer is also the author of I Don’t Know What You Know Me From: Confessions of a Co-Star.

Pop Quiz Who Earned More?



Bradley Cooper



Amy Adams



Adams was a Best Actress Oscar nominee for *American Hustle*; Cooper was nominated for Best Supporting Actor. Still, he—and all the other male stars—made 2 percent more than the ladies.



Chris Hemsworth



Charlize Theron



Emails revealed in the Sony hacks showed Hemsworth was getting a much higher salary for their upcoming film *The Huntsman*, so Theron demanded equal pay—and got it!



George Clooney



Sandra Bullock



Finally, a *female* cash machine! For her Oscar-nominated performance in *Gravity*, rare case Bullock stood to make \$70 million—more than even Clooney, insiders speculate.

COOPER: ROB KIM/GETTY IMAGES; ADAMS: TIM P. WHITEY/GETTY IMAGES; HEMSWORTH, THERON: JASON MERRITT/GETTY IMAGES; CLOONEY: MATHIE WIMAGING/WIREIMAGE; BULLOCK: KEVIN WINTER/GETTY IMAGES