

ONE
FEARLESS
VOICE
IS ALL
IT TAKES

**WATCH PARTY
DISCUSSION GUIDE**

ACADEMY AWARD® NOMINEE
PATRICIA CLARKSON

is

LILLY

“Equality is not just a buzzword; it is a fundamental right that every person should have the opportunity to experience.”

-Lilly Ledbetter



ABOUT THE FILM

LILLY is a powerful dramatic film starring Patricia Clarkson, John Benjamin Hickey and Thomas Sadoski and directed by Rachel Feldman. Based on the remarkable true story of working-class hero, Lilly Ledbetter, a hard-working Alabama tire factory supervisor whose singular goal is to lift her family into the middle class. Having grown up in poverty, she endures a work environment plagued by pervasive harassment for the sake of the best paycheck in the county. As retirement approaches, Lilly discovers that the system has been cheating her, paying her close to half of what the men with the same jobs are earning. Outraged, Lilly fights this injustice to the Supreme Court, the corridors of Congress and eventually The White House all while powerful forces try to shut her down. LILLY follows the transformation of an ordinary citizen into the face of an issue, illuminating the impact a single, courageous person can have.

LILLY is now available to rent or own on your favorite digital platforms.

LILLY

DIRECTOR'S STATEMENT



When I first heard Lilly Ledbetter speak, I knew that I had to tell her story. As a woman director who came to Hollywood at a time when only 1 percent of film and television was being directed by women, I know gender discrimination first-hand.

As one of the only women who worked on the factory floor of the Goodyear tire factory from 1979 to 1998, Lilly Ledbetter put up with sexual harassment and myriad forms of gender discrimination in order to bring home a better paycheck. Her gritty work ethic kept her emotions in check as she endured this dreadful work environment - until the day that she learned that she was being cheated of a fair salary - just because she was a woman. Lilly fought back, over and over again, through corporations, courts, and congress, to the Supreme Court and finally the White House. She couldn't stop - she wouldn't stop - until she found justice. In the end, Lilly did not receive any personal compensation. Her reward was a life of purpose, as a citizen who single-handedly changed the law to protect other workers.

When I tell folks about Lilly's story they assume it took place in the 1950s, but Lilly worked at Goodyear until 1998, and women are still struggling with fair pay, discrimination and exclusion in every sector. Over the years, as my directing career flourished, I became an outspoken activist for women in Hollywood, speaking out about gender discrimination during a time when it was dangerous to speak truth to power. Sadly, for many, this remains a time when speaking out seems perilous. That is one of the many reasons why Lilly's story is so important right now. Her willingness to challenge the status quo despite the risks speaking out carried personally and professionally should be an inspiration for people from every walk of life.

People learn when they feel; compassion is a powerful carrier of information as ideas course through the blood, snap into our synapses. My hope is that LILLY will inspire people all over the world, no matter where they live, no matter the form of their oppressor, to be brave and to fight back against injustice. I can think of no better time than now for the world to see LILLY and learn the beautiful story of Lilly Ledbetter. I believe Lilly's story of radical resilience can resonate around the world.

- Rachel Feldman

LILLY

DISCUSSION QUESTIONS

This discussion guide serves as a companion piece to the film. It is designed to inspire conversation around wage equity as essential to both personal, socioeconomic, and societal empowerment. It highlights the idea that this isn't just about Ledbetter's story—it's about the right of everyone, across all backgrounds, to fair compensation.

“Your worth is not determined by the size of your paycheck, but by the determination and resilience you show in the face of injustice.”

-Lilly Ledbetter

Lilly's Legacy: The Power of One Person

"Change starts with one person standing up and saying, 'Enough is enough. Be that person.'" - Lilly Ledbetter

- Had you heard about Lilly Ledbetter prior to seeing the film?
- Was there a standout moment in the film that you found particularly inspirational or relevant to your own lived experience?
- Can you think of another person—famous or local—who has made a significant impact on economic justice or gender equity? What can we learn from their example?
- What is one change you would like to make (or have made) in your workplace or community? What might be the first step toward making it happen?



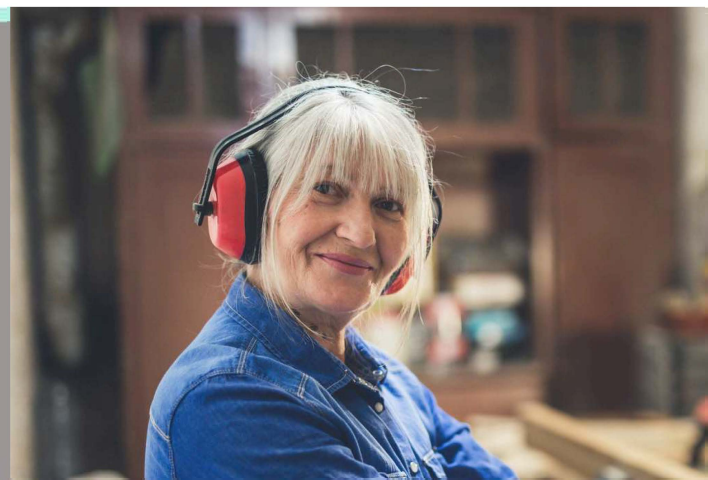
LILLY

DISCUSSION QUESTIONS

Equal Pay & Economic Justice

"When women do better, economies do better." – Christine Lagarde

- Lilly Ledbetter's case is often cited as a pivotal moment in the fight for equal pay. In your view, how have things improved for women in the workplace? Has anything gotten worse?
- What do you see as the biggest barriers to achieving equal pay for women in your profession or community?
- How transparent should salaries be in the workplace? Would pay transparency help or hurt efforts toward equality?
- What kinds of support (e.g., child care, health care, flexible hours) are most crucial for women's economic advancement? Are these accessible in your community?



DISCUSSION QUESTIONS

“Never underestimate the power of your voice. Speak up and demand the respect and equality you deserve.”

-Lilly Ledbetter

PERSONAL AND COLLECTIVE ACTION

“We need to reshape our own perception of how we view ourselves. We have to step up as women and take the lead.” – Beyoncé

- What actions can individuals take—regardless of their position—to support equal pay and economic justice where they live or work?
- How can women support each other in the workplace or in their community when it comes to economic equity?



LILLY

KEY RESOURCES

- [LILLY Trailer](#)
- [The Film's Official Website](#)
- [LILLY Instagram](#)
- [LILLY Facebook](#)
- [Social Media Toolkit](#)



RECOMMENDED READING

Now that you've seen the film, you can continue to engage with ideas and research-based solutions for advancing equal pay in the workplace.

Grace and Grit: My Fight for Equal Pay and Fairness at Goodyear and Beyond

By Lilly Ledbetter and Lanier Isom

The inspiring story of the woman at the center of the historic discrimination case that inspired the Lilly Ledbetter Fair Pay Restoration Act, her fight for equal rights in the workplace, and how her determination became a victory for the nation.

Equal Pay For Equal Work: A Practical Guide To Implementing A Successful Pay Transparency Program By Anna Lettink

"Equal Pay for Equal Work" is a comprehensive guidebook meticulously crafted to equip visionary leaders with the knowledge, tools, and strategies necessary to implement a robust pay transparency initiative. Drawing from extensive research and real-world experiences, this book empowers organizations to foster an environment where every individual's contribution is valued and fairly compensated.

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RECOMMENDED READING

What Works: Gender Equality by Design

By Iris Bohnet

Gender equality is a moral and a business imperative. Presenting research-based solutions, Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions.

The Fix: Overcome the Invisible Barriers That Are Holding Women Back at Work

By Michelle P. King

Discover how to thrive at work from the head of the Global Innovation Coalition for Change at UN Women with this "passionate, practical roadmap for addressing inequality and finally making our workplaces work for women" (Arianna Huffington).

Pay Up: The Future of Women and Work (and Why It's Different Than You Think)

By Reshma Saujani

In this rousing book, Reshma Saujani argues, for innovative corporate leadership, government intervention, and sweeping culture shift. Through powerful data and personal narrative, Saujani shows that the cost of inaction-for families, for our nation's economy, and for women themselves-is too great to ignore.

Around The Way Girl

By Taraji P. Henson

Taraji P Henson's memoir details the Empire star's battle against financial inequality in a Hollywood that privileges white male stars above all others. With laugh-out-loud humor and candor, she shares the challenges and disappointments of the actor's journey and shows us that behind the red carpet moments, she is ever authentic.

Women Don't Ask: The High Cost of Avoiding Negotiation and Positive Strategies for Change

by Linda Babcock

Combining fascinating research with revealing commentary from hundreds of women, this groundbreaking book explores the personal and societal reasons women seldom ask for what they need, want, and deserve at home and at work-and shows how they can develop this crucial skill.

Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want

By Linda Babcock and Sara Laschever

Whether it's a raise, that overdue promotion, an exciting new assignment, or even extra help around the house, this four-phase program, backed by years of research and practical success, will show you how to recognize how much more you really deserve, maximize your bargaining power, develop the best strategy for your situation, and manage the reactions and emotions that may arise-on both sides.

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