

JJMUNC II

Fortune 500 Summit

Ishmam Nur and Carter Lombardi

Chair: Ishmam Nur

Vice Chair: Carter Lombardi

Introduction

This year is the first year the Fortune 500 Summit has been introduced into JJMUNC. You all as the most powerful executives in the world will convene to address these issues come November 14th. Below are the two topics that will be tackled:

Topic A: Copyright

Copyright grants the exclusive rights of any given property to the creator of that property. However in today's world and business, it is not as black and white. The matter of who should be the one with the creative rights to a property has become a disorganized and unfair ordeal. Even more problems arise when the idea of the ownership of intellectual property is introduced. Combine these problems with patent law and the situation becomes even more unclear and out of hand. In

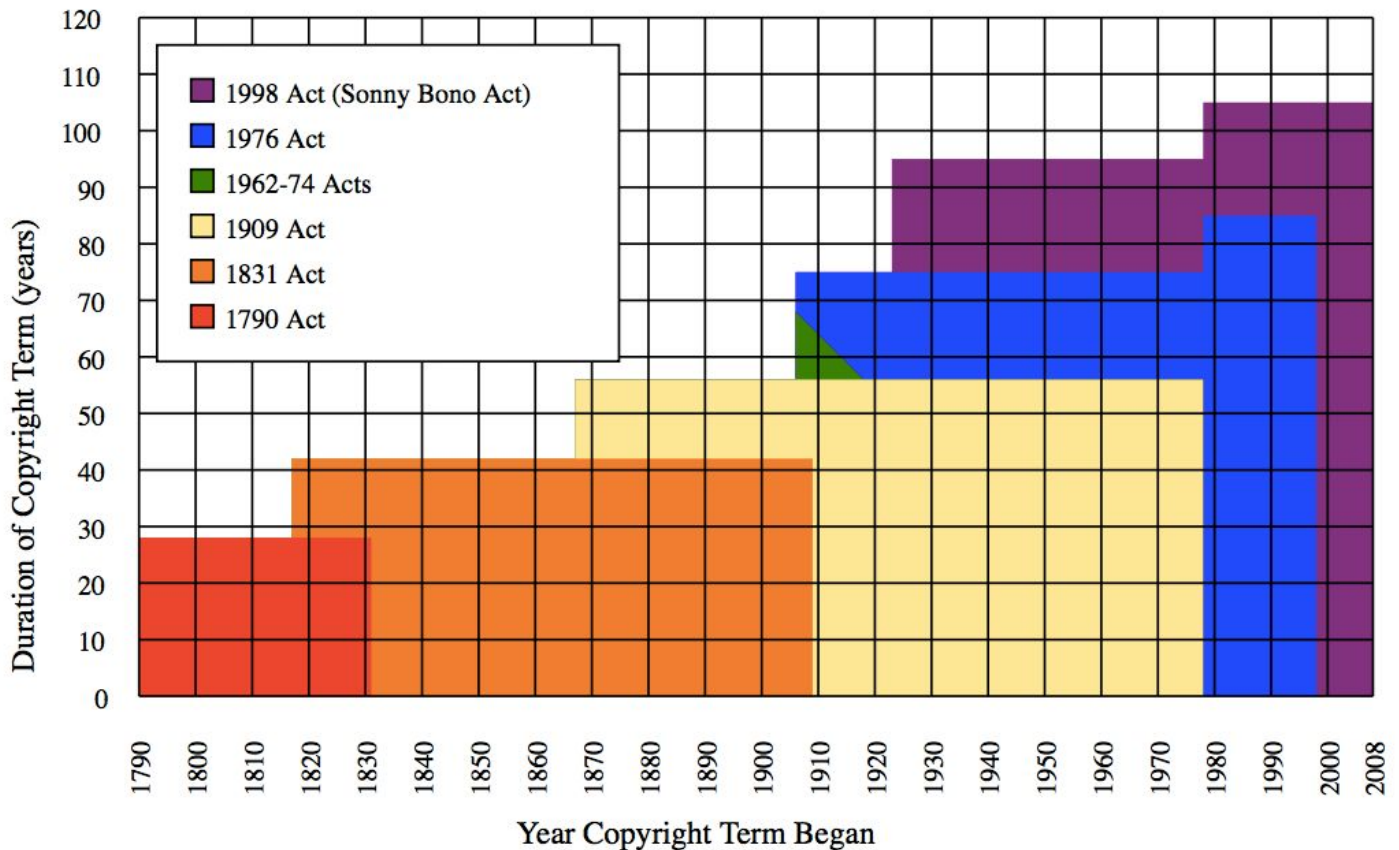
this summit the most powerful of individuals in the most successful companies in the world will work together to work out the flaws and the uneven, unfair process of copyright law.

Topic B: Discrimination and Prejudice

There has been a major flaw in how today's companies operate. Prejudice of women, various races and people with different sexual orientations is still a major issue. Today women make \$00.77 for every \$1.00 a man makes. Racial slurs and harassment is still found in the workplace as shown through various lawsuits against Wal-Mart and General Electric, two major companies. Other major companies such as Exxon Mobil have struggled to handle the discrimination against their LGBT employees. In this Fortune 500 summit the executives of the most powerful companies in the world will together and speak further about discrimination and prejudice in the workplace and how to combat it.

***The Committee will decide on which topic gets priority**

Copyright



The intent of copyright law is to give exclusive rights to content creators such as authors and musicians, enabling them to have exclusive control of their intellectual property. This (in theory) bolsters the production of creative content because it simplifies greatly the process of protecting your property, incentivizing artists to create content. Copyright can cover works of literature, songs, dances, art, architecture, and other types of content. This versatility makes copyright incredibly commonplace. As it stands in the United States, copyright law protects content for 70 years after the death of the creator of said content. This duration has greatly changed over the years, and is become more lengthy.

Copyright, like any system, is not perfect. Many believe the duration of



protection that copyright offers is prohibitively long, and that issue is exacerbated by the fact that it just keeps getting longer. This can make it very difficult to use content unless it was created more than 70 years ago, and at that point most people won't want to use it (unless if focusing on history). Another pressing issue with copyright is the Digital Millennium Copyright Act, and the process of DMCA takedowns. The DMCA, when passed, extended the reach of copyright, and was mostly concerning with policing the internet. If a person or organization feels their copyright was infringed upon, they may file a DMCA takedown request and the content must be removed from the website or they will face legal action. DMCA takedowns have been heavily abused by the recording industry, many videos on the video hosting website Youtube have been unjustly taken down by DMCA requests. This is because Youtube is a huge website, and it's impossible to actually view all of the content to make a judgement about if they really are infringing on copyright.

Therefore, without due process, the content is immediately taken down. The DMCA does have provisions for an appeal process, allowing the user to plead their case to get the content put back up. However, these requests are rarely ever read, because it's more dangerous to have the content up than removed. The worst element of DMCA takedown abuse is that it has been used for and has the ongoing

potential to be used for censorship. If something critical is posted about a person in power, they can file a DMCA takedown to get rid of the negative content. The DMCA also contains provisions about Digital Rights Management. DRM is a way to protect the copyright of digital files from being broken. For example, a song bought on iTunes will have DRM incorporated in to it, making it significantly harder to share with others. Sharing the song (referred to as copyright piracy), requires removing the DRM on the file, which under the DMCA is a crime punishable with jail time. Critics of DRM believe that it has only a negligible effect of the amount of copyright violations, and that it only makes it harder for paying customers to use their content. An example of this is that using songs bought legally on iTunes on multiple devices owned by the owner of the songs can prove a very difficult task if they don't support DRM. The negative aspects of DRM are also seen increasingly in computer programs and video games. Even after purchasing the programs or games, the computer or console must be connected to the internet to allow the purchase to be validated every 24 hours. This is impossible for people in remote locations. For those people, their only recourse is to circumvent the DRM, an act that the DMCA outlaws. These people, despite having had payed for their software, are criminals.

It is clear when looking at trends over time, that copyright laws are becoming a large issue to consumers and large businesses. A compromise must be reached between these groups to ensure that everyone gets what they want, maximizing profits and satisfaction. This can only be done by reworking the current laws, and greatly overhauling the DMCA, and the use of DRM.

Prejudice and Racism

Racial Discrimination:

Racism in the modern day workplace is often quite subtle. On paper, it would seem that discrimination isn't a problem in today's workplace. It may not be the same as it was pre-1964 but it is clearly evident that discrimination has not full left the workplace, especially in regards to race. No one is screaming racial slurs or inappropriate offenses at anyone who isn't a Caucasian male in his mid 20's to

early 30's. Today's workplace prejudice and racism is often shown through Micro-Inequities.

Micro-Inequities refer to small events or slights that are often hard to prove. Human Resources Departments often have trouble with these Micro-Inequities and attempt to solve these issues with diversity training and other various seminars. It is obvious that these strategies don't solve the problems at hand. An example of this is being subjected to less than welcoming body language. When you go to your HR director and complain about being discriminated against and he or she asks for evidence of this you're in a position where you cannot. Though these issues are more subtle and overt as compared to previous generational problems, they still need to be addressed.

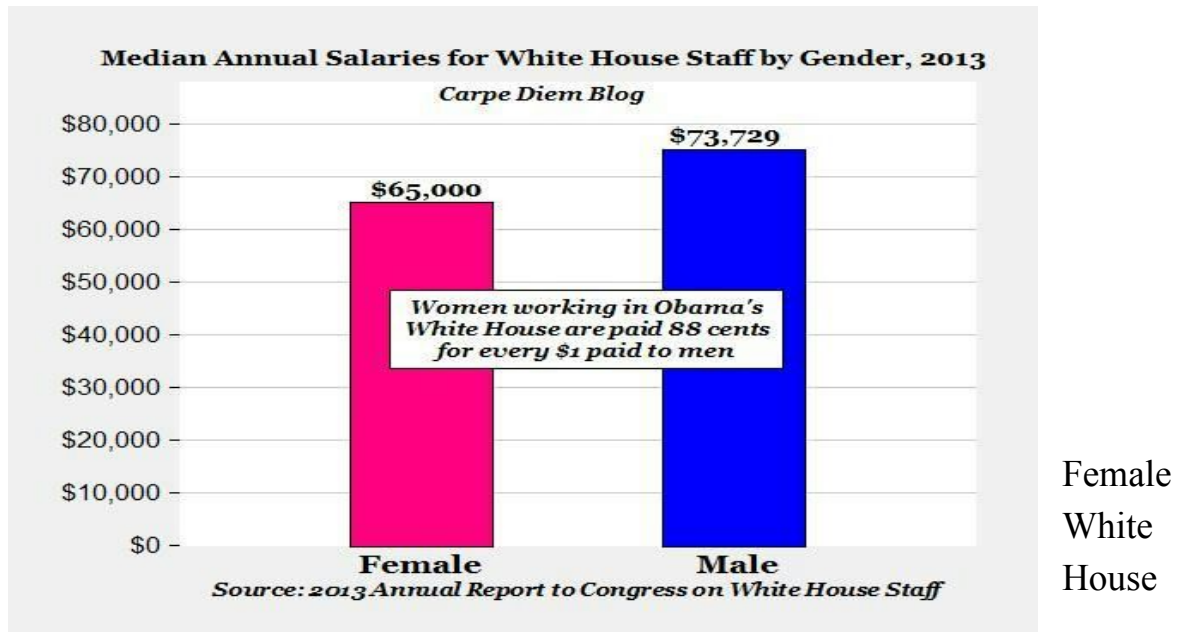
That being said there are still outlandish situations that still occur, even within Fortune 500 affiliated businesses. Early this year in Virginia, a civil rights lawsuit was filed against McDonalds by 10 ex-employees. These employees claim that they were fired by their supervisors and were told "there were too many black people in the store". The franchise owner went on to say that the employees "didn't fit the profile".

With instances of Micro-Inequities and blatant cases such as the McDonalds suit it is abundantly clear that racial issues are still arising in modern day's workplaces. Unfortunately, racism isn't the only issue the employees of today face. Today's workers are often subjected to sexism.

Gender Discrimination:

Gender inequality is also quite day and night when looking at the operations of these large corporations. As of 2013 there is a 22% wage gap between men and women in the workplace even though women represent half of the work force. This data applies to every occupation. This means that women are making \$0.78 per

every \$1.00 a man makes for doing the same job. This makes a substantial difference when looking at annual salaries. Annually, women make thousands less than men for the same job. Even the White House has a substantial wage gap.



employees are paid only \$0.88 per every dollar a man makes and on average are paid \$8,729.00 less annually to men. This not only effects women economically but also does a detriment to their motivation and morale in their work. Promotions that they deserve are not coming to them as quickly and abundantly as they are for men. What these women are facing is discrimination. Though this isn't necessarily a direct consequence from the operations of Fortune 500 companies such as, let's say an Exxon Mobil; however Fortune 500 companies have the ability to set groundbreaking precedents in regards to closing in on the gender wage gap. Given this power, the issue of the gender wage gap is an issue that must be brought up with the most powerful of executives in one room.

LGBT Discrimination:

Times are getting for those who identify as lesbian, gay, bisexual or transgender. As of July 2015, same-sex marriage was finally legalized across the United States. Unfortunately this sort of equality is often not found in the workplace. Some 43% of gay or transgender employees feel they have been discriminated against in the workplace. 7% of these employees reported verbal and physical abuse and the vandalizing of their workplace. 8%-17% report being passed over or fired from a job based on their sexual orientation or gender identity. Another 10%-28% percent reported that they received a negative performance review or were passed over for a promotion because of their sexual orientation or gender identity. This is glaring evidence that indicates that the members of the LGBT community are being discriminated against in the workplace.

Similar to the gender wage gap, Fortune 500 companies have the power to set precedents to eliminating LGBT discrimination in the workplace.

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