



Inclusion & Equity Report 2025

WRITERS GUILD OF AMERICA WEST

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This report provides a review of demographic information for working screenwriters and television writers employed on dramatic series. For the first time, this report combines both WGA West and WGA East member statistics.

This report is a reflection of the hiring practices of MBA-signatory companies and covers a period of difficult industry contraction and the atypical, strike-impacted 2023-24 season. Many members are struggling, and feeling the impact of decisions from the companies to pull back on their spending. There are fewer film and television jobs, which is creating a challenging environment. The WGA will continue to monitor employment trends, and we will continue our work to protect the rights of all our members and advocate for a workplace that respects all voices.

2024 Employment Overview

Table 1 presents the proportion of work held by writers of certain demographic categories, and compares it to each group's share of the U.S. population, continuing the benchmark of prior inclusion reports.¹ Below and throughout, "Unknown" refers to members who declined to provide the relevant demographic attribute to WGAW or WGAE.

Table 1. Summary of TV Series and Screen Employment Demographics

	US POPULATION ²	2023-24 TV SERIES WRITERS ³	2024 SCREEN WRITERS ⁴
Women	50.5%	45.0%	32.6%
Men	49.5%	52.5%	66.4%
Non-Binary	<1% ⁵	<1%	<1%
Unknown	-	1.7%	<1%
BIPOC	42.9%	40.4%	18.9%
White	57.1%	45.4%	63.6%
Unknown	-	14.2%	17.4%
BIPOC Women	21.7%	22.2%	9.1%
BIPOC Men	21.1%	17.4%	9.7%
White Women	28.8%	18.0%	18.8%
White Men	28.3%	26.9%	44.4%
Unknown	-	15.0%	17.9%
Black/African-American	12.1%	16.5%	5.8%
Native American/Indigenous/ First Nations	2.9% ⁶	<1%	<1%
Latinx	19.4% ⁷	4.5%	2.5%
Asian/South Asian/Pacific Islander	6.2%	7.5%	3.5%
Middle Eastern	3.0% ⁸	<1%	1.0%
Multi-Ethnic/Racial ⁹	12.8%	10.2%	5.9%
Unknown	-	14.2%	17.4%
LGBTQ+ ¹⁰	9.7% ¹¹	11.5%	6.4%
Writers with Disabilities	28.7% ¹²	2.6%	2.0%
55 and Over	30.2%	15.3%	21.6%

**Table 2. Screen Employment Analysis**

	2020		2024		CHANGE	
	#	%	#	%	#	% PTS.
All	2,445	-	2,149	-	-296	-
Women	713	29.2%	700	32.6%	-13	3.4
Men	1,704	69.7%	1,428	66.4%	-276	-3.2
Non-Binary	-	-	2	<1%	2	<1
Unknown	28	1.1%	19	<1%	-9	-<1
BIPOC	406	16.6%	407	18.9%	1	2.3
White	1,600	65.4%	1,367	63.6%	-233	-1.8
Unknown	439	18.0%	375	17.4%	-64	-<1

Table 2 looks at trends in the employment of screenwriters. The number of WGA screenwriters declined between 2020 and 2024, and shares of screen employment held by men, women, BIPOC and White writers have changed modestly since 2020; the largest shift was a 3.4 percentage point increase in the share of women screenwriters. In 2024:

- Women accounted for 32.6% of screenwriters, men accounted for 66.4%, and de minimis shares of writers identified as Non-Binary or did not report their gender.
- BIPOC writers accounted for 18.9% of screenwriters, White writers were 63.6% of screenwriters, and 17.4% of screenwriters did not report their ethnicity.

Table 3. Screen Employment Analysis by White/BIPOC and Gender

	2020		2024		CHANGE	
	#	%	#	%	#	% PTS.
BIPOC Women	185	7.6%	196	9.1%	11	1.6
BIPOC Men	218	8.9%	208	9.7%	-10	<1
White Women	430	17.6%	404	18.8%	-26	1.2
White Men	1,157	47.3%	954	44.4%	-203	-2.9
Unknown	455	18.6%	385	17.9%	-70	-<1

Table 3 combines gender and ethnicity information among employed screenwriters.

- BIPOC women were 9.1% of screenwriters in 2024 while BIPOC men were 9.7%.
- White women were 18.8% of screenwriters in 2024 and White men were 44.4%.
- Nearly 18% of screenwriters have not self-reported their ethnicity or gender.

Table 4. Screen Employment Analysis by Ethnicity

	2020	2024	CHANGE % PTS.
Black/African-American	5.9%	5.8%	-<1
Native American / Indigenous / First Nations	<1%	<1%	<1
Latinx	2.5%	2.5%	-<1
Asian / South Asian / Pacific Islander	3.4%	3.5%	<1
Middle Eastern	<1%	1.0%	<1
Multi-Ethnic / Multi-Racial	4.1%	5.9%	1.8
White	65.4%	63.6%	-1.8
Unknown	18.0%	17.4%	-<1

Table 4 provides breakout information regarding ethnicity for screenwriters working in 2020 and 2024.

Table 5. Screen Employment Analysis by LGBTQ+ status, Disability status, Age

	2020	2024	CHANGE % PTS.
LGBTQ+	5.2%	6.4%	1.2
Writers with Disabilities	<1%	2.0%	1.6
55 and Over	16.1%	21.6%	5.5

Table 5 shows that LGBTQ+, disabled writers, and writers 55 and over each saw minor increases in screen employment in 2024 compared with 2020. The greatest shift was in writers 55 and over, with a 5.5 percentage point increase.

Series

Table 6. Television Series Employment Analysis, 2020-21 vs. 2023-24¹³

	2020-21		2023-24		CHANGE	
	#	%	#	%	#	% PTS.
All	2,255		1,664		-591	
Women	999	44.3%	748	45.0%	-251	<1
Men	1,228	54.5%	874	52.5%	-354	-1.9
Non-Binary	3	<1%	14	<1%	11	<1
Unknown	25	1.1%	28	1.7%	3	<1
BIPOC	721	32.0%	673	40.4%	-48	8.5
White	1,218	54.0%	755	45.4%	-463	-8.6
Unknown	316	14.0%	236	14.2%	-80	<1

Table 6 provides information on TV staff employment on series in the 2020-21 and 2023-24 seasons; each season is defined as writers employed on series that aired from September of one year through August of the next. The 2023-24 season, as a result, reflects a mixture of pre- and post-strike employment. As with screen employment, fewer writers were employed on series in the 2023-24 season than the 2020-21 season. In the 2023-24 season:

- 45.0% of series writers were women, nearly the same as in the 2020-21 season, while 52.5% of series writers were men, a 1.9 percentage point decrease from the 2020-21 season. Roughly 1-2% of series writers in each season did not report a gender or were non-binary.
- 40.4% of series writers were BIPOC, an 8.5 percentage point increase from the 2020-21 season. White writers were 45.4% of series employment in 2023-24, an 8.6 percentage point decrease. 14.2% of series writers did not report an ethnicity.

Table 7. Television Series Employment Analysis by White/BIPOC and Gender, 2020-21 and 2023-24

	2020-21		2023-24		CHANGE	
	#	%	#	%	#	% PTS.
BIPOC Women	410	18.2%	369	22.2%	-41	4.0
BIPOC Men	303	13.4%	289	17.4%	-14	3.9
White Women	490	21.7%	299	18.0%	-191	-3.8
White Men	721	32.0%	447	26.9%	-274	-5.1
Unknown	328	14.5%	250	15.0%	-78	<1

Table 7 combines gender and ethnicity information. In the 2023-24 season:

- BIPOC women were 22.2% of series writers, a 4.0 percentage point increase from the 2020-21 season.
- BIPOC men were 17.4% of series writers, a 3.9 percentage point increase from the 2020-21 season.
- White women were 18.0% of series writers, a 3.8 percentage point decrease from the 2020-21 season.
- White men were 26.9% of series writers, a 5.1 percentage point decrease from the 2020-21 season.
- 15% of series writers did not self-report ethnicity, gender, or both.

Table 8. Series Employment Analysis by Ethnicity

	2020-21	2023-24	CHANGE % PTS.
Black/African-American	14.1%	16.5%	2.5
Native American / Indigenous / First Nations	<1%	<1%	<1
Latinx	4.8%	4.5%	-<1
Asian / South Asian / Pacific Islander	5.5%	7.5%	2.0
Middle Eastern	<1%	<1%	<1
Multi-Ethnic /Racial	6.5%	10.2%	3.6
White	54.0%	45.4%	-8.6
Unknown	14.0%	14.2%	<1

Table 8 provides breakout information regarding ethnicity for writers working on series released in the 2020-21 and 2023-24 seasons.

Table 9. Series Employment Analysis by LGBTQ+ status, Disability status, Age

	2020-21	2023-24	CHANGE % PTS.
LGBTQ+	10.6%	11.5%	<1
Writers with Disabilities	1.5%	2.6%	1.1
55 and Over	11.7%	15.3%	3.6

LGBTQ+ writers, writers with disabilities, and writers 55 and older all very modestly increased in share of series writers in 2023-24 vs. 2020-21.

Table 10. Television Series Staffing Analysis by Job Title, 2020-21 vs. 2023-24

JOB TITLE	BIPOC WOMEN			BIPOC MEN			WHITE WOMEN			WHITE MEN			UNKNOWN		
	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.
Staff Writer	33.0%	32.4%	<1	16.2%	21.6%	5.3	23.6%	15.7%	-8.0	15.4%	15.2%	<1	10.8%	12.7%	1.9
Story Editor	36.5%	34.1%	-2.4	21.0%	25.6%	4.6	17.7%	16.3%	-1.4	16.6%	11.6%	-4.9	8.3%	10.1%	1.8
Executive Story Editor	30.2%	39.1%	8.9	14.2%	32.7%	18.5	23.1%	14.5%	-8.5	18.9%	7.3%	-11.7	13.6%	6.4%	-7.2
Co-Producer	23.5%	41.3%	17.8	22.9%	21.7%	-1.2	18.8%	16.3%	-2.5	22.4%	8.7%	-13.7	12.4%	12.0%	<1
Producer	24.4%	37.8%	13.4	13.8%	26.5%	12.7	24.4%	15.3%	-9.1	22.0%	11.2%	-10.7	15.4%	8.2%	-7.3
Supervising Producer	19.7%	35.5%	15.8	20.5%	15.5%	-5.0	19.7%	21.8%	2.1	26.5%	12.7%	-13.8	13.6%	14.5%	<1
Consulting Producer	11.6%	17.9%	6.3	13.2%	8.9%	-4.3	22.3%	22.3%	<1	27.3%	33.9%	6.7	25.6%	16.1%	-9.5
Co-Executive Producer	13.3%	18.0%	4.7	10.7%	18.3%	7.6	26.8%	20.6%	-6.2	37.4%	26.6%	-10.9	11.8%	16.6%	4.7
Executive Producer	6.1%	9.3%	3.2	8.6%	11.7%	3.1	16.4%	17.2%	<1	51.0%	45.9%	-5.1	17.9%	15.9%	-2.1
Showrunner	6.4%	8.1%	1.7	9.4%	6.5%	-2.8	19.1%	18.5%	<1	47.8%	46.2%	-1.7	17.4%	20.8%	3.4

Table 10 shows shares of series writers by job title for BIPOC women, BIPOC men, White women and White men as well as writers for whom either ethnicity or gender (or both) is unknown. In the 2023-24 season:

- BIPOC women accounted for a range of 32.4% to 41.3% for job titles from Staff Writer through Supervising Producer. At the upper level, BIPOC women were 18.0% of Co-EPs, 9.3% of EPs and 8.1% of showrunners.
- BIPOC men accounted for a range of 15.5% to 32.7% for job titles from Staff Writer through Supervising Producers. At the upper level, they represented 18.3% of Co-EPs, 11.7% of EPs, and 6.5% of showrunners.
- White women's share of all positions ranged from 14.5% (Executive Story Editor) to 22.3% (Consulting Producer). White women were 20.6% of Co-EPs, 17.2% of EPs, and 18.5% of showrunners.
- White men represented between 7.3% and 15.2% of Staff Writers through Supervising Producers. White men were 26.6% of Co-EPs, 45.9% of EPs, and 46.2% of showrunners.
- Writers who did not state their ethnicity, gender, or both, were at least 10% of most job titles, and 20.8% of showrunners.

Breakdowns by job title along with gender, and ethnicity present information on a relatively small number of writers as not every series employs writers in each job title. With most of these categories subdivided by ethnicity, gender, and job title, a handful more writers hired in any given group modifies the percentages by multiple points.

We have also provided a breakdown that groups BIPOC women, BIPOC men, White women, and White men by job title categories of Lower Level (Staff Writer, Story Editor, Executive Story Editor), Mid-Level (Co-Producer through Consulting Producer), and Upper Level (Co-Executive Producer, Executive Producer, Showrunner). In future reports, we will be analyzing demographics within job titles in these categories.

Table 11. Television Series Staffing Analysis by Level, 2020-21 vs. 2023-24

JOB TITLE	BIPOC WOMEN			BIPOC MEN			WHITE WOMEN			WHITE MEN			UNKNOWN		
	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.	2020-21 %	2023-24 %	CHANGE % PTS.
Lower level	32.7%	34.6%	1.9	17.0%	25.6%	8.6	22.1%	15.6%	-6.6	16.7%	11.9%	-4.8	11.0%	10.5%	-<1
Mid-Level	19.5%	30.8%	11.3	17.5%	18.0%	<1	21.6%	19.5%	-2.1	24.5%	17.8%	-6.7	16.9%	13.3%	-3.6
Upper level	8.7%	12.6%	3.8	9.6%	12.8%	3.2	21.0%	18.5%	-2.6	44.9%	38.4%	-6.5	15.7%	17.8%	2.1

Between the 2020-21 and 2023-24 seasons:

- BIPOC women increased in share of mid-level titles by 11.3 percentage points, with more minor increases at the lower and upper levels.
- BIPOC men increased in share of lower level titles by 8.6 percentage points, with minor increases at the upper level and virtually no change at the mid-level.
- White women decreased in share of lower level titles by 6.6 percentage points, with minor decreases at the mid and upper level.
- White men decreased in share of lower, mid- and upper levels by between 4.8 and 6.7 percentage points. White men remain the largest share of upper level writers by nearly 20 points.

New Member Information

Table 12. Percent of New Members based on Gender and Ethnicity

	BIPOC WOMEN	BIPOC MEN	WHITE WOMEN	WHITE MEN	UNKNOWN
2020	21.4%	17.3%	24.2%	22.2%	14.5%
2021	27.4%	19.4%	17.9%	21.2%	12.1%
2022	25.3%	21.3%	17.8%	21.4%	12.3%
2023	24.3%	21.2%	19.1%	19.8%	14.2%
2024	21.2%	20.5%	19.2%	25.5%	12.2%

BIPOC writers, both men and women, have represented significant shares of new writers joining WGAW and WGAE in recent years. White women have represented 17.8 to 24.2% of new members in each of the past five years, while White men have represented 19.8 to 25.5%.

Table 13. Percent of New Members Self-Reporting as Women, BIPOC, Disabled or LGBTQ+

	WOMEN	BIPOC	DISABLED	LGBTQ
2020	51.1%	39.2%	3.5%	15.9%
2021	50.1%	48.7%	5.9%	17.7%
2022	49.3%	47.9%	7.4%	19.0%
2023	48.6%	46.2%	4.7%	15.1%
2024	45.6%	42.1%	12.0%	17.0%

Writers from these historically underrepresented groups continue to join the WGAW and WGAE. The representation of disabled writers has particularly increased over the past five years, though this may also reflect increased willingness to self-report as disabled.

For any WGAW members who have experienced discrimination, harassment, or bullying in the course of seeking WGA-covered work, please call Latifah Salom at (323) 782-4521, or email [Latifah Salom](mailto:Latifah.Salom@wga.org). WGAE members should please call Mack Harden at (212) 767-7855 or email mharden@wgaeast.org.

WGAW members can also [use the MyConnex Reporting Tool](#) on wga.org, a secure online platform created by the [Hollywood Commission](#), to safely explore resources, learn your rights, and access procedures to report workplace misconduct.

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- ¹ WGAW and WGAE's categories for ethnicity have been conformed for purposes of reporting in the few areas where the respective organizations' categorizations diverge. In addition, WGAE does not collect member data on sexual orientation or disability status; all members self-reporting in those categories are WGAW.
- ² Unless otherwise noted, all data is U.S. Total Population, American Community Survey, 2023 ACS 1-Year, accessible at: data.census.gov.
- ³ The 2023-24 season is defined as employment on series airing from September 1, 2023 to August 31, 2024.
- ⁴ Throughout this report, 2024 screen employment is represented by Q4 2023 to Q3 2024, as Q4 2024 was incomplete at the time of analysis.
- ⁵ Noninstitutionalized adults living in the U.S., CDC Behavioral Risk Factor Surveillance System (BRFSS), 2022, accessible at https://www.cdc.gov/brfss/annual_data/annual_2022.html. Less than one percent of respondents identified in the CDC survey as "Transgender, gender nonconforming." Note that the WGAW added the option for members to report themselves as Non-Binary in 2020; as a result the data is likely under-reported.
- ⁶ 2020 Census Results on Race and Ethnicity. Available: <https://www.census.gov/content/dam/Census/newsroom/press-kits/2021/redistricting/20210812-presentation-redistricting-jones.pdf>.
- ⁷ Percent of the U.S. Population with Hispanic or Latino origin, regardless of their response in a separate question about race where Hispanic or Latino is not an option. The U.S. Census Bureau collects race and ethnicity in two separate questions: (1) Hispanic or Latino origin, and (2) racial identification, where Latinx, Latino or Hispanic are not options. All other race and ethnicity categories for U.S. Population in this table only use the race the respondents identified, regardless of the respondents' Hispanic or Latino origin. For more discussion about the Census Bureau's evolving methodology for collecting race and ethnicity, see: <https://www.pewresearch.org/short-reads/2024/09/12/who-is-hispanic/>.
- ⁸ Think Tank for Inclusion & Equity, Middle Eastern & North African People, April 2021. https://static1.squarespace.com/static/5f8a09a4bd8bae2e8075da0b/t/607fce9d27219243b57617a5/1618988703674/TTIE_Factsheet_MENAPeople_April2021.pdf.
- ⁹ This category includes writers who self-report to the Guild as more than one of the available options for ethnic group.
- ¹⁰ Throughout this report, writers self-reported as Non-Binary are included in the category of LGBTQ+ writers.
- ¹¹ US Adults from the House Pulse Data, PUF: August 20 - September 16, 2024, accessible at: <https://www.census.gov/programs-surveys/household-pulse-survey/data/datasets.html#phase-4-2>.
- ¹² U.S. Adults, 2022 CDC Data, available here: <https://dhds.cdc.gov/LP?CategoryId=DISEST&IndicatorId=STATTYPE&ShowFootnotes=true&View=Chart>.
- ¹³ Series employment information is for dramatic series staffing. Writer counts reflect unique writers employed on series in the season.