

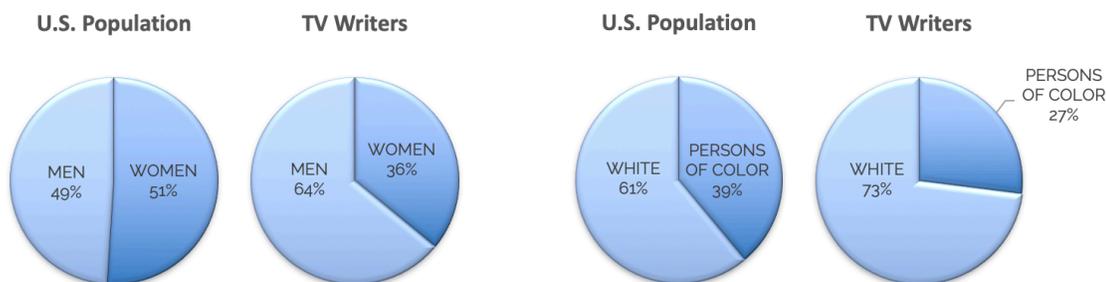
WGAW INCLUSION REPORT CARD 2017-2018 TV STAFFING SEASON

For years, the Writers Guild of America West has called attention to employment discrimination in our industry. As part of that effort, the WGAW is releasing its first Inclusion Report Card for the 2017-2018 TV Staffing Season.*

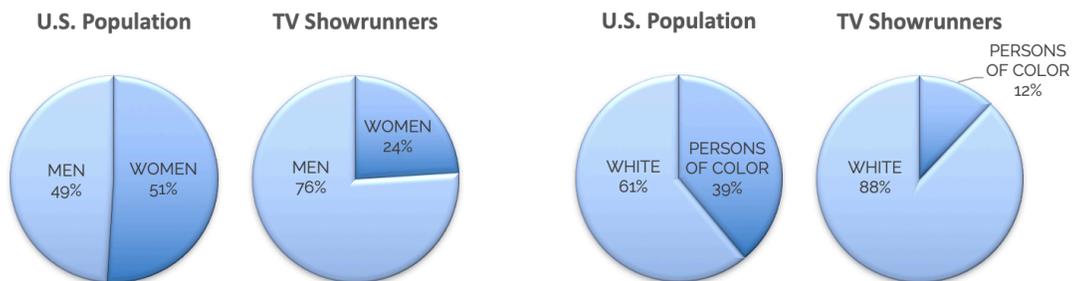
Systemic discrimination against writers from historically underrepresented groups remains pervasive in the hiring of television writers.

In the 2017-2018 TV staffing season, writers were hired for 2985 jobs in television, across network, cable, and streaming platforms.

Women and people of color remain underrepresented relative to their percentages in the overall U.S. population.



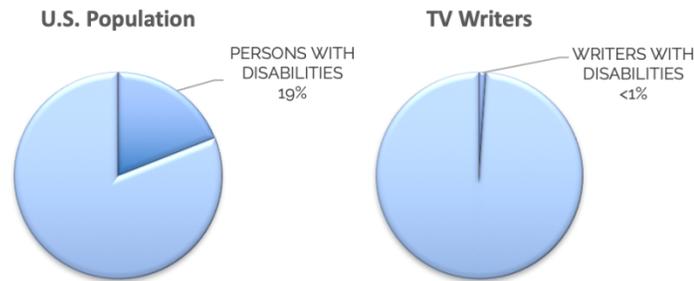
Employment discrimination gets worse at the upper levels. On writing staffs, people of color are mostly concentrated at lower levels. **In 2018, only 24% of TV showrunner roles were held by women and only 12% were held by people of color.**



2017-18 TV STAFFING BY TITLE	% WOMEN	% MEN	% POC	% WHITE
Staff Writer	50%	50%	45%	55%
Story Editor	53%	47%	38%	62%
Executive Story Editor	49%	51%	47%	53%
Co-Producer	42%	58%	37%	63%
Producer	41%	59%	27%	73%
Supervising Producer	51%	49%	33%	67%
Consulting Producer	38%	62%	20%	80%
Co-Executive Producer	34%	66%	23%	77%
Executive Producer	17%	83%	12%	88%
Showrunner	24%	76%	12%	88%

*All figures based on WGAW employment data. Percentages are based on writers for whom the demographic information is known. Additional data on other underrepresented groups will be published in future reports.

Disabled Writers face even more profound discrimination. Despite the fact that 56.7 million Americans identify as disabled, writers with disabilities make up less than 1% of employed TV writers.



Data on **LGBTQ+ Writers** is based on self-identification and is incomplete at the time of this report. However, numerous LGBTQ+ Writers report being told by agents and studio executives that they “don't count as diverse.”

It is the position of the Writers Guild of America West that LGBTQ+ writers are without question members of a historically underrepresented group who are still fighting for equal rights and who still face hiring discrimination around the world and in the entertainment industry. The WGAW urges all studios and agencies to make sure their policies about LGBTQ+ inclusion are clear and consistent.

Writers Over 50 face the same ageism in TV staffing that pervades all of Hollywood. While many writers at the highest levels continue working well past 50, most got their start much earlier in life. The near-total absence of staff writers over 50 is clear evidence of systemic age discrimination.

Discrimination does not end with hiring. According to the independent [Think Tank for Inclusion and Equity's report](#), 64% of writers from historically underrepresented groups reported bias, discrimination, and/or harassment in the workplace.

There is some evidence of progress. As employment on TV series has doubled over the last decade, women have increased from 30% of the work force to 35% and people of color have increased their share from 17% to 27%. However, as this report shows, our industry's problems are far from solved.

We urge studios and showrunners to be part of the solution by helping improve upon 2018's numbers in the remainder of the 2019 TV staffing season.

With honesty, accountability, and continued effort, we can end unfair employment discrimination against writers and increase inclusion and equity across our industry.