



Television Academy Industry Data Report

Last year, the Television Academy, in partnership with ReadySet, released an in-depth, transparent report on members' experiences with diversity, equity and inclusion (DEI) within the Academy. As a part of our commitment to sharing knowledge and encouraging forward momentum around DEI practices, the Television Academy and ReadySet additionally analyzed data from our 2021 survey on member sentiments regarding DEI in the industry at large. Highlights from these results are reported here.

While some progress has been made in the industry, especially in the realm of creative representation, the survey results reveal several pressing issues that affect meaningful DEI change. Overall, the data illuminates how Academy members with historically marginalized identities experience exclusion, less access to opportunities and, despite current progress, underrepresentation. Members of all identities also report seeing little actionable DEI progress in the industry, illustrating the need for actionable and transparent changes.

This report is meant to share knowledge and spur actionable conversations that will be foundational to the **Television Academy's first DEI Summit on December 1st, 2022**. While much work has been done to move the needle forward in the television industry, our analysis shows the importance of continuous effort and strategic focus as we work toward sustainable change.

Underrepresentation 03

While there has been reported growth in gender and race/ethnicity representation (UCLA Hollywood Diversity Report, 2022), members from historically marginalized backgrounds still report a lack of sufficient representation, especially for those with intersecting marginalized identities (e.g., Cisgender Women of Color).

Exclusionary Lived Experiences 04

Members from historically marginalized communities reported significantly more exclusionary and harmful experiences in their workplaces - including microaggressions and harassment - than non-marginalized members. Members from marginalized groups were also more likely to report being undercompensated and even passing on job opportunities due to perceived DEI issues.

Insufficient Action 06

Members across peer groups and identities noted confidence in their understanding of DEI topics and issues, but only a small percentage could identify change was enacted. An even smaller percentage perceived impactful actions or progress towards resolving DEI issues at their workplaces and in the industry at large.

Where We Go From Here 07

As we move forward, we should consider how DEI conversations translate into impactful action that centers those most affected by this work. It is essential that current and future implementation includes consistent and multi-pronged communication to increase awareness of progress. It also includes shared ownership of these efforts, and focus on systemic and structural solutions, not just education.

Methodology

Data for this report was analyzed from 2021's ReadySet member survey results across 17 agreement and favorability questions. [A full explanation of our survey and analysis methodology can be found here.](#)

Total Survey Respondents

4128 Members **61** Governors **28%** Response Rate

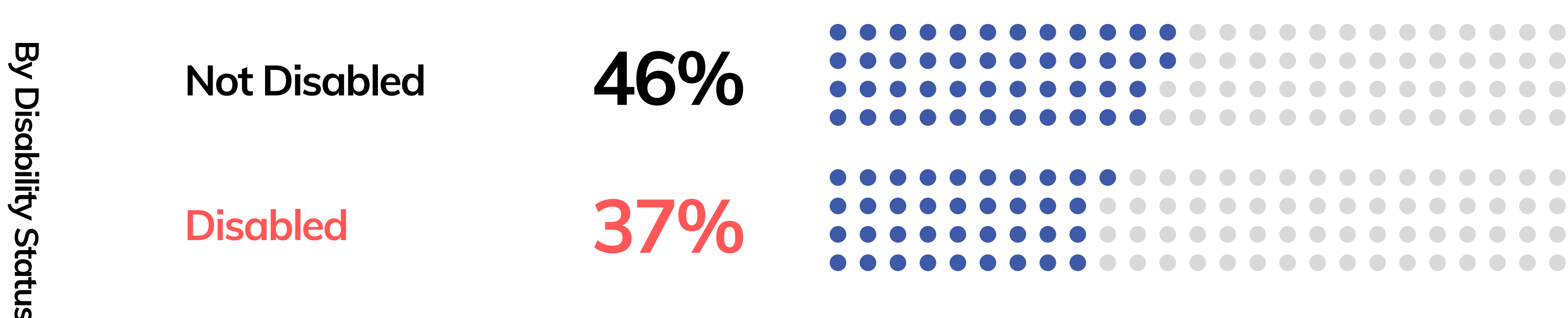
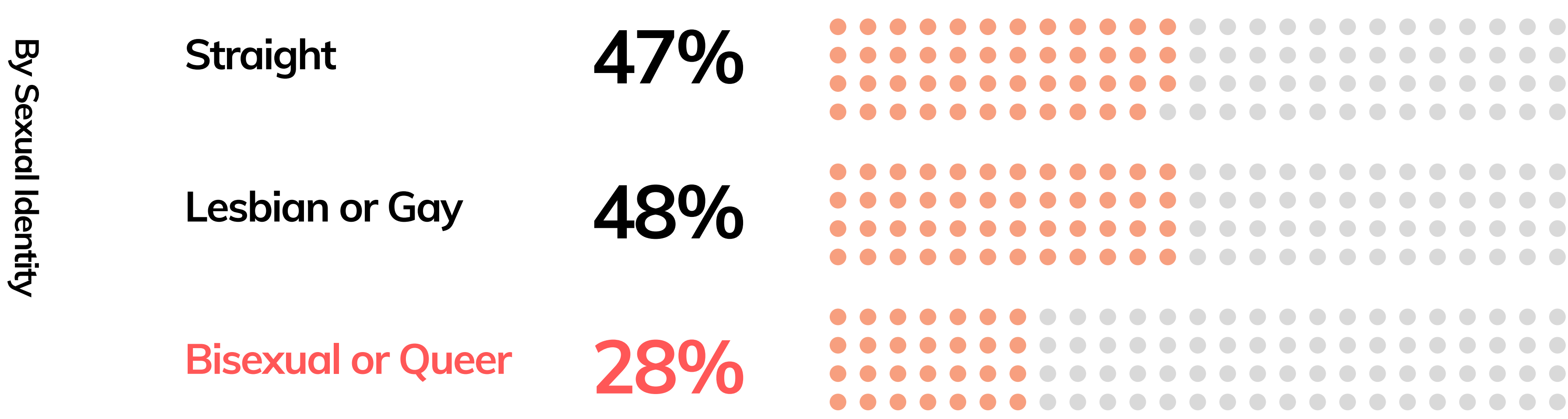
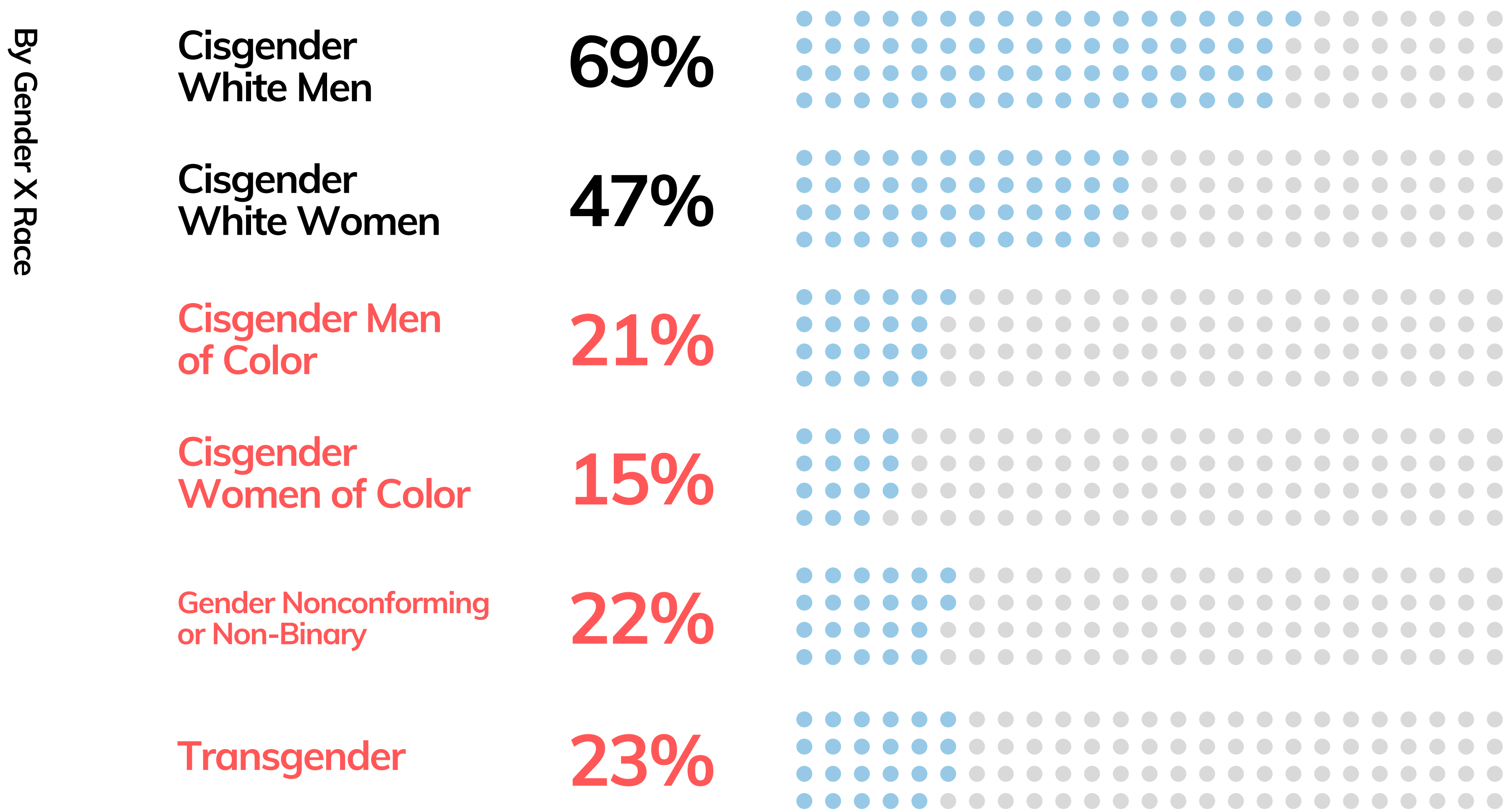
A Note on Grouping Identities in this Report

ReadySet analyzed all data at both the group and individual identity level (e.g. specific race, sexual identity, disability type) to surface impactful insights. In some instances, intersectional identity data has been combined across identity groups. This was done for simplicity and where data across granular identities was similar (e.g., sexual identity) or where sample sizes for individual groups were too small to protect anonymity (e.g., Transgender respondents). These groupings do not significantly change the overall story the data tells.

Underrepresentation

Despite continued progress across the industry, members from historically marginalized groups report unfavorable perceptions of their identity representation compared to those from non-marginalized groups. This perception was consistent across the industry, regardless of role or peer group and was even more pronounced for members with intersecting, marginalized identities (e.g., Cisgender Women of Color).

Feels their identity is represented in the industry*



*A note about terms: The "People of Color" designation includes Black/African American, Latino/Latina/Latinx, Hispanic, American Indian, Alaskan Native, First Nation, Indigenous, East Asian or East Asian American, South Asian or South Asian American, Native Hawaiian, Pacific Islander, Middle Eastern, Biracial, or Multiracial. Sample sizes for Transgender & Gender Non-Conforming/ Non-Binary groups were too small to include intersectional analyses. Lesbian/ Gay and Bisexual/ Queer were grouped together due to similar data.

Exclusionary Lived Experiences

Underrepresentation on its own is an inclusion issue, but there are also concerns regarding interpersonal bias reports from members in these underrepresented groups. A majority say they have lost out on or been passed over for job opportunities due to perceived identity bias. And once they have obtained jobs, a majority of these members report bias-related microaggressions and even harassment while at work. Again, members with intersecting, marginalized identities have felt this the most acutely.

Harassment

59% Cisgender Women of Color reported harassment at work

70% Queer members reported harassment at work

Microaggressions

87% Cisgender Women of Color reported microaggressions or subtle forms of bias at work

100% Gender non-binary or non-conforming respondents reported experiencing microaggressions or subtle forms of bias at work

86% Disabled members reported experiencing microaggressions or subtle forms of bias at work

Additional industry DEI research from the Think Tank for Inclusion & Equity's report "[Behind the Scenes - The State of Inclusion and Equity in TV Writing](#)" supports these patterns.

Reported Identity-Based Exclusion/Bias*

Cisgender White Men 32%

Cisgender White Women 61%

Cisgender Men of Color 58%

Cisgender Women of Color 71%

Gender Nonconforming or Non-Binary 80%

Transgender 61%

Straight 49%

Lesbian or Gay 54%

Bisexual or Queer 70%

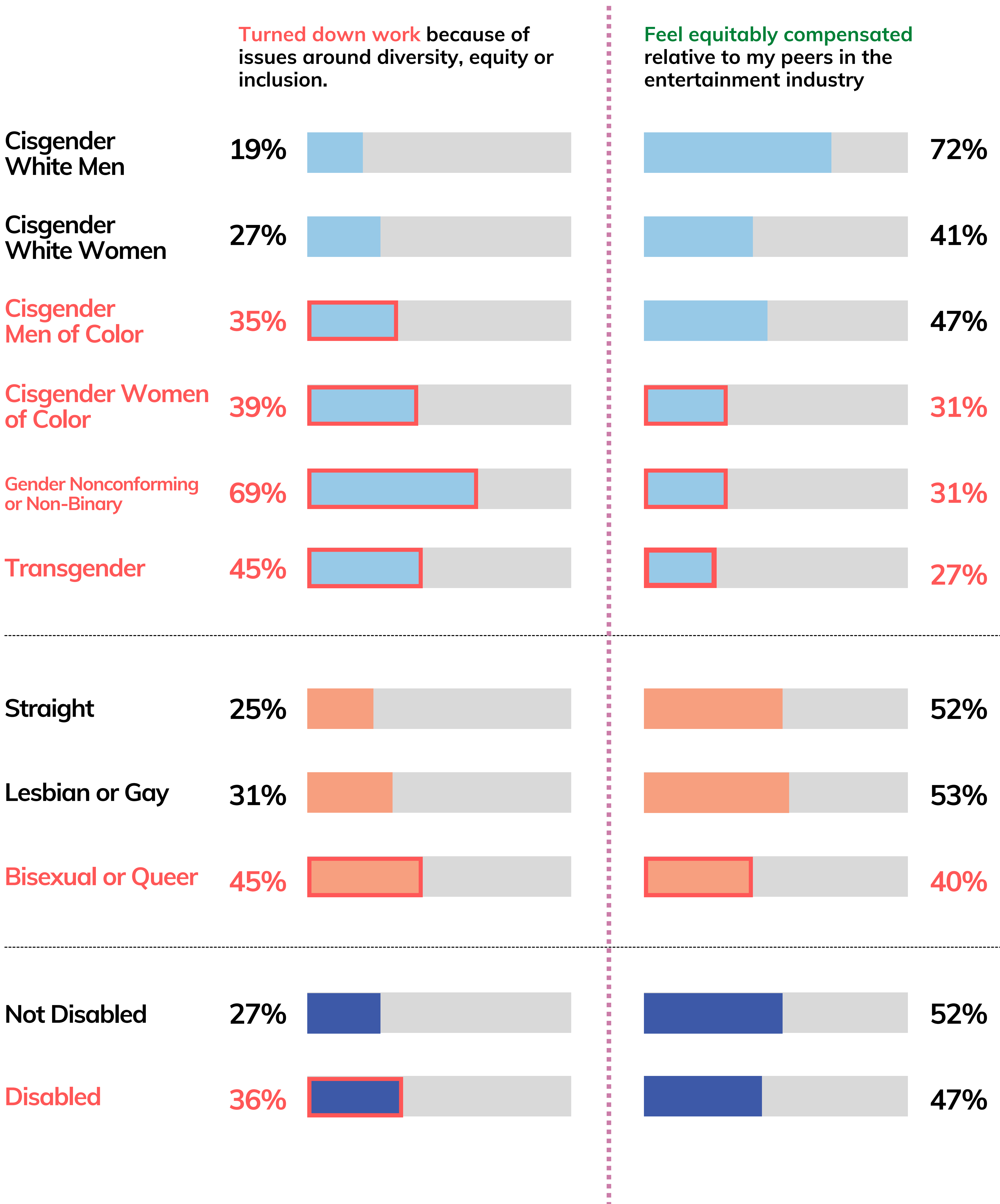
Not Disabled 50%

Disabled 63%

*Summarised data across multiple exclusion-based questions that were answered, including microaggressions, harassment and tokenization

These exclusionary experiences also reverberate at a systemic level. Members with marginalized identities also report higher rates of inequitable compensation compared to their peers and having to turn down jobs due to DEI related issues. This is especially concerning in an industry that is often characterized by competition and job scarcity.

Undercompensation for historically marginalized folks is a systemic issue that reaches beyond the industry per research and reporting from the [Human Rights Campaign](#).

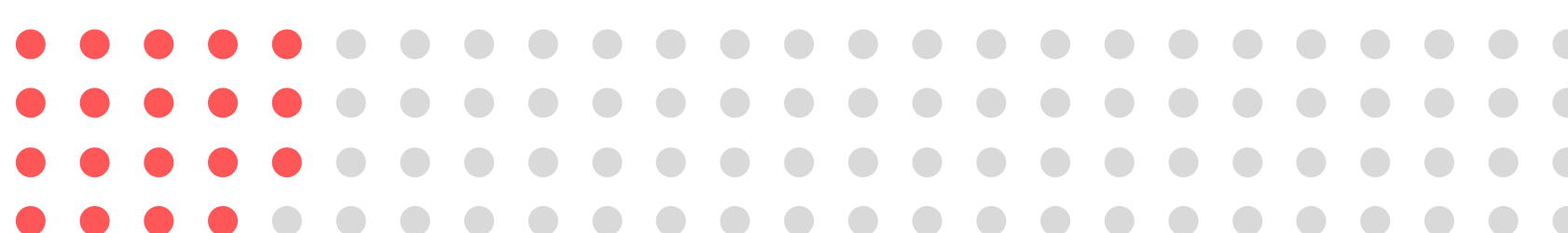


Insufficient Action

While 72% of responding members across roles in the industry are confident in their knowledge of DEI practices, they report low visibility of actions towards actual improvement or substantive DEI practices in their own places of work. This is particularly the case for structural or process related programs - like embedding DEI in contracts and policy.

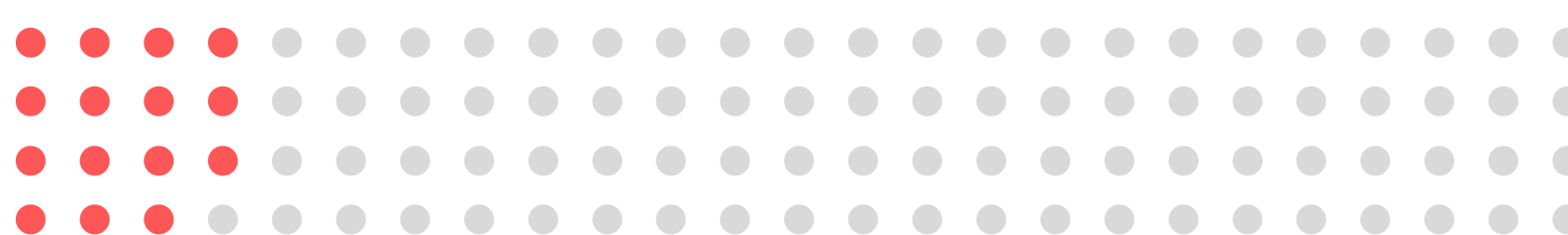
19%

Reported seeing DEI best practices implemented either most of the time or always.



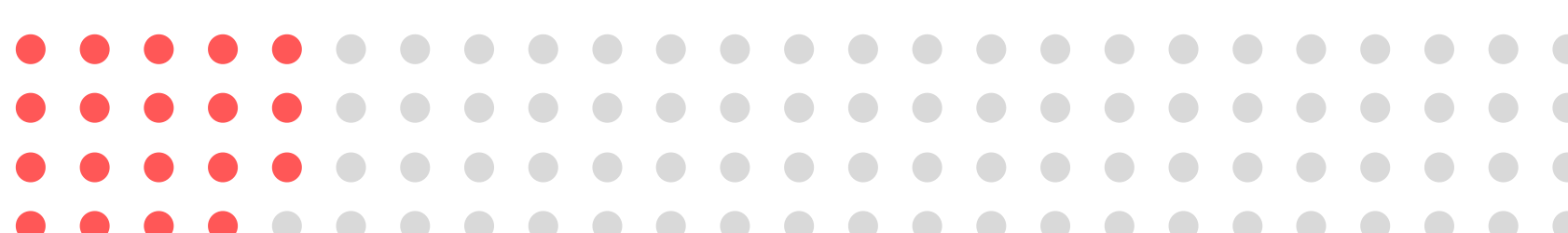
15%

Reported the use of DEI considerations in contracts or DEI measures in content mandates and greenlight criteria.



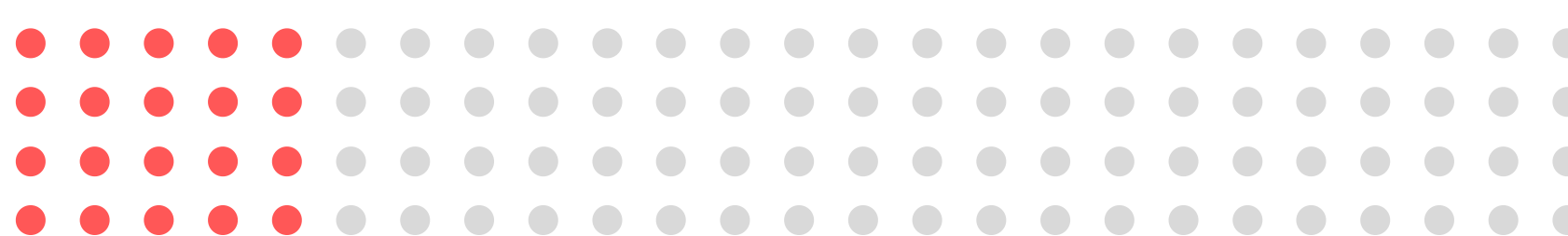
19%

Reported seeing inclusive hiring practices for crew and/or department head.



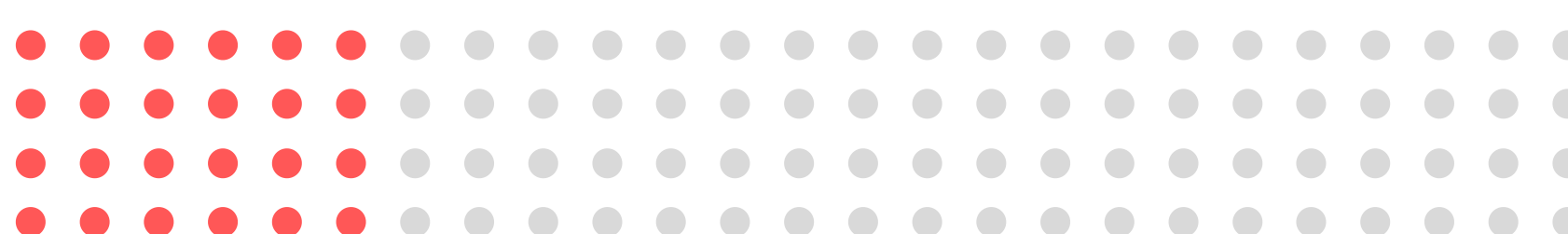
20%

Reported seeing inclusive production practices.



24%

Reported the use of DEI considerations in creative practices.



Where Do We Go From Here?

While there has been progress and raised awareness around DEI issues, the data suggests we must implement impactful actions that center the experiences of underrepresented communities. Systemic, tactical work will be essential for meaningful change, an increase in retained talent, and ultimately more innovative television.

Action-Focused

Ensure accountable implementation planning at both structural and individual levels (e.g., DEI considerations in contracts and DEI measures in content mandates and greenlight criteria).

Human-Centered

Develop solutions prioritizing perspectives of those most impacted, namely historically marginalized folks, especially with intersecting, marginalized identities (e.g., bias mitigation in creative feedback and equitable production hiring practices).

Accessible Communication

While DEI work is underway at individual companies as well as industry-wide, many not directly involved in this work are not fully aware of what is being done and what is working. Easily accessed and multi-modal communication can not only positively affect sentiments and understanding, but increase shared ownership of DEI practices.

Further Resources

- [The Hollywood Disability Inclusion Toolkit by RespectAbility](#)
- [“Behind the Scenes: The State of Inclusion & Equity in TV Writing” Report by Think Tank for Inclusion & Equity](#)
- [Diversity, Equity, Inclusion & Accessibility Tipsheets by Center for Scholars & Storytellers \(Content focus\)](#)
- [Resources and Toolkits curated by Storyline Partners \(Content focus\)](#)

The Television Academy’s DEI Summit

December 1, 2022

The Television Academy is steadfast in its commitments to improving its own DEI practices as well as creating space for others to do so in their respective workplaces. With this in mind, the Academy will host a DEI Summit on December 1, 2022 for DEI professionals in the industry - to meet, network, share ideas and collaborate as we work towards a more inclusive and equitable industry together. Please join us; more information to come.



Thank you

