



Television Academy

**2025
Transparency
Report**



Introduction

The Television Academy remains committed to its efforts towards building a welcoming and inclusive community for all of its members. This work is ongoing, with compounding impact over time. As with previously published reports, the Academy continues its commitment to transparency and accountability by publishing a snapshot of our membership demographics and our progress toward our goals. Through a better understanding of who our membership is, we can all share in making the Academy a more enriching environment.

Similar to our Transparency Report from 2023, this report consists of two parts: The first is a clear breakdown of the social identity makeup of our membership based on optional member self-reporting. The second is a high level progress report of where we have met milestones in our inclusion strategy and where we are headed next thanks in large part to member suggestions and input.

The Academy is steadfast in the belief that a more inclusive and equitable industry allows a greater array of talented, creative individuals to thrive across professions, drive growth throughout the industry, and make television that impacts the world.

Television Academy Mission Statement

The Television Academy is dedicated to celebrating excellence, innovation, and the advancement of the telecommunications arts and sciences through recognition, education, and leadership while fostering a diverse, inclusive, and accessible professional community, building a lasting impact on creative generations to come.

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Membership Demographics

The total number of Television Academy members grew by 2,597 compared to 2024. Additionally, members reporting their demographics in the portal increased across all categories, allowing the Academy and its membership to become more aware of its expansive diversity.

Methodology

Demographic categories were updated using information on file in the Academy's membership database as of 1/12/2025. All demographic fields are optional for members to fill out.

Intersectional analyses of demographic data were run wherever possible and reported when findings were notable, but some optional identity categories such as Disability and Veteran Status were too low in response rates to maintain a confidentiality threshold. For the purposes of this report, notable change is considered +/-5% or above.

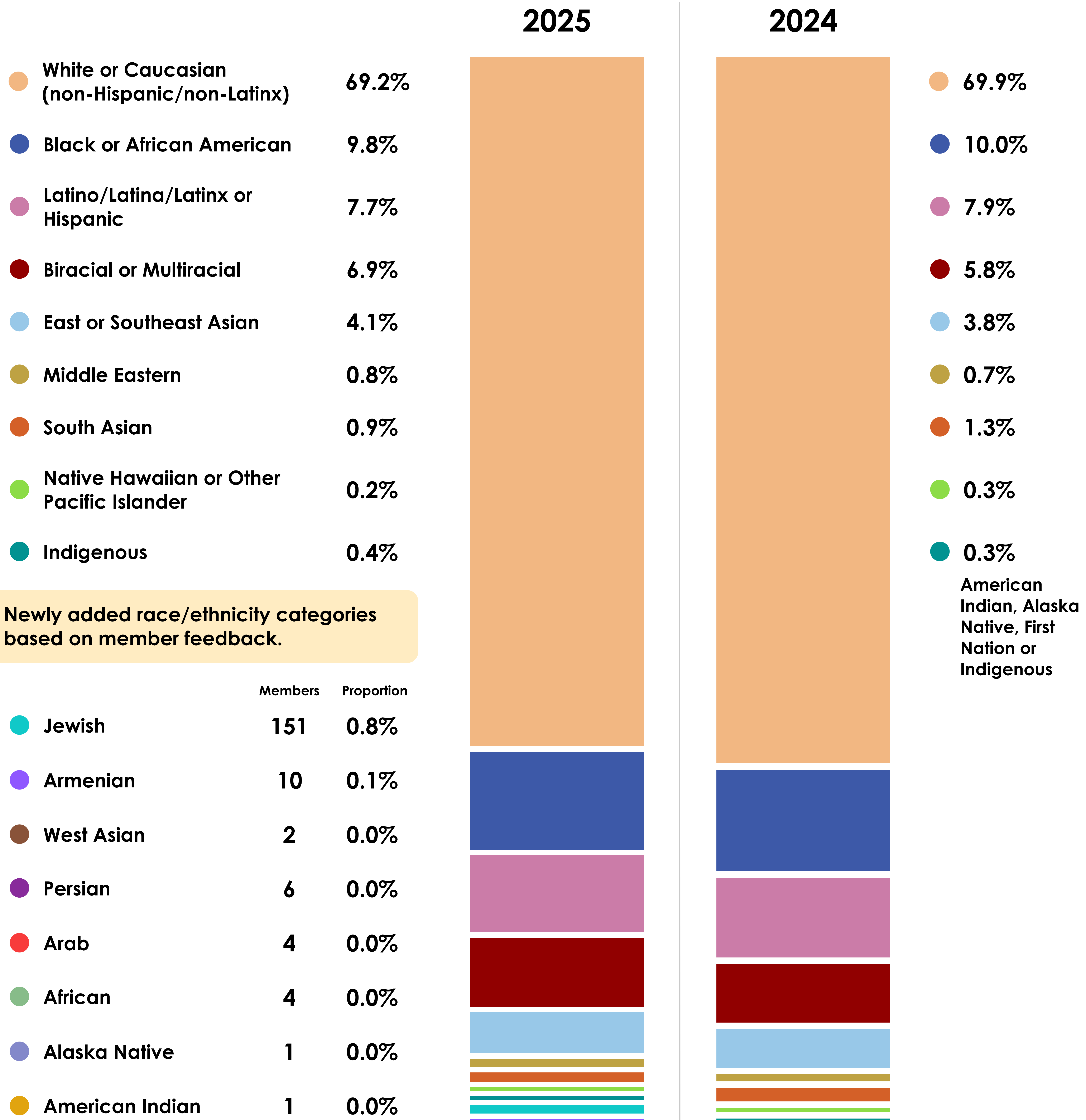
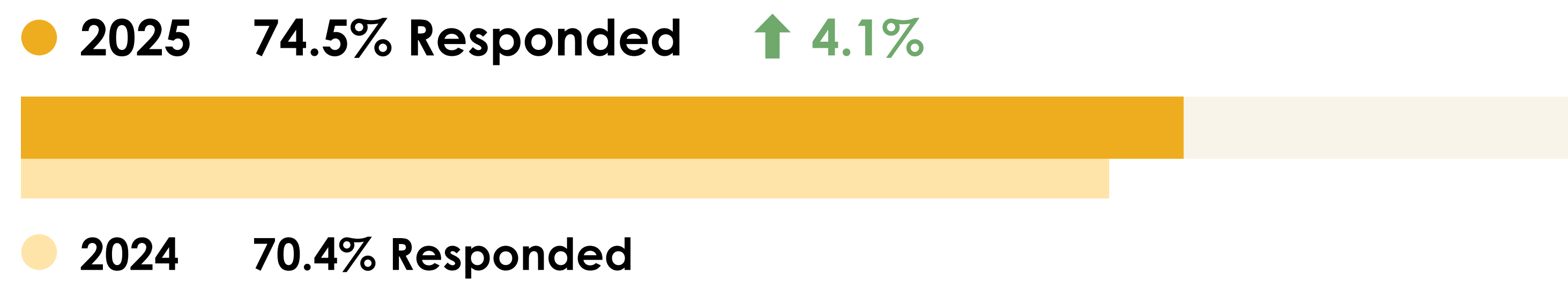
The current total membership count at time of reporting was 26,010, which is an increase of 2,597 from 2024. Percentages were taken from unique responses in each category, not out of the total membership count. These numbers are not necessarily representative of the entire membership population, however, a majority of members did supply their race and gender. Respondents were able to select more than one option in categories, thus some total category percentages add up to more than 100%.

Additionally, as a result of the Academy integrating member feedback, additional race and ethnicity options have been made available for selection in the member database. This means that reporting year-over-year comparisons for this demographic category becomes statistically less accurate, though the conclusions drawn from the changes are still meaningful. The Academy chose to support its values of inclusion in data collection practices, by prioritizing listening to membership's desire to have more expansive and specific demographics options.

Race

While differences between 2025 and 2024 race and ethnicity rates seem broadly similar, overall it seems that the Academy's membership has become more racially and ethnically diverse. The Academy increased the amount of ethnicity categories available to select in the member database and changed some labels based on feedback from members.

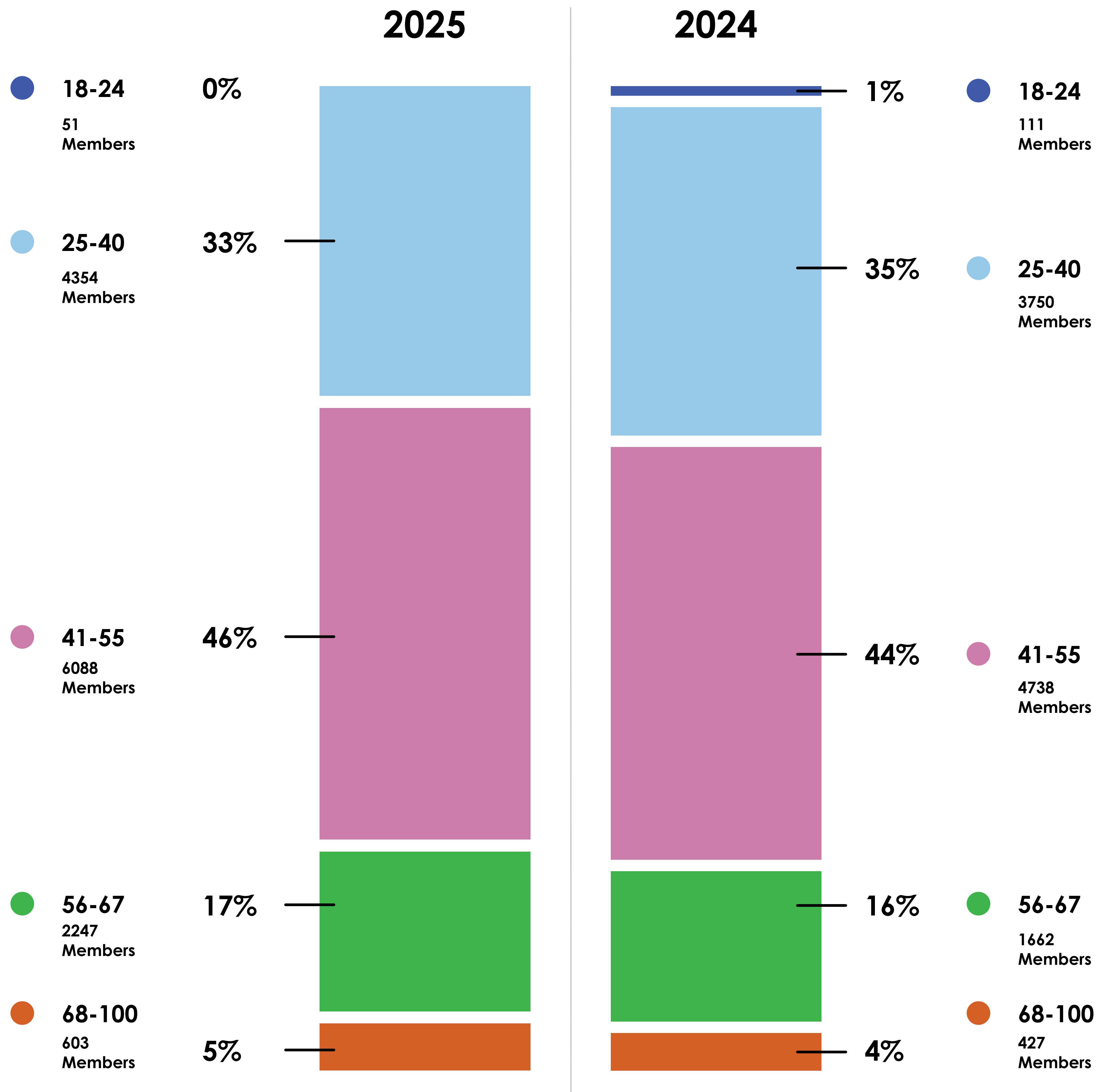
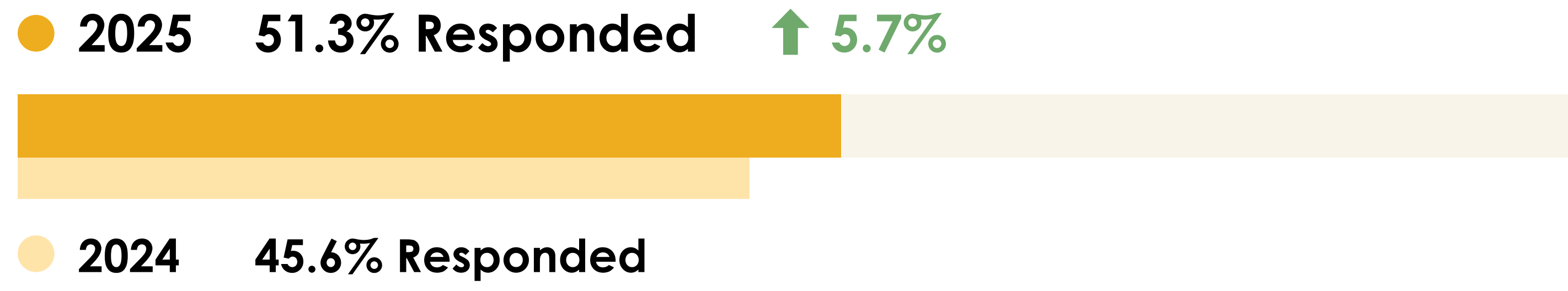
Television Academy Members



Generation

There has been no notable change in the breakdown of generations across members from those reporting.

Television Academy Members



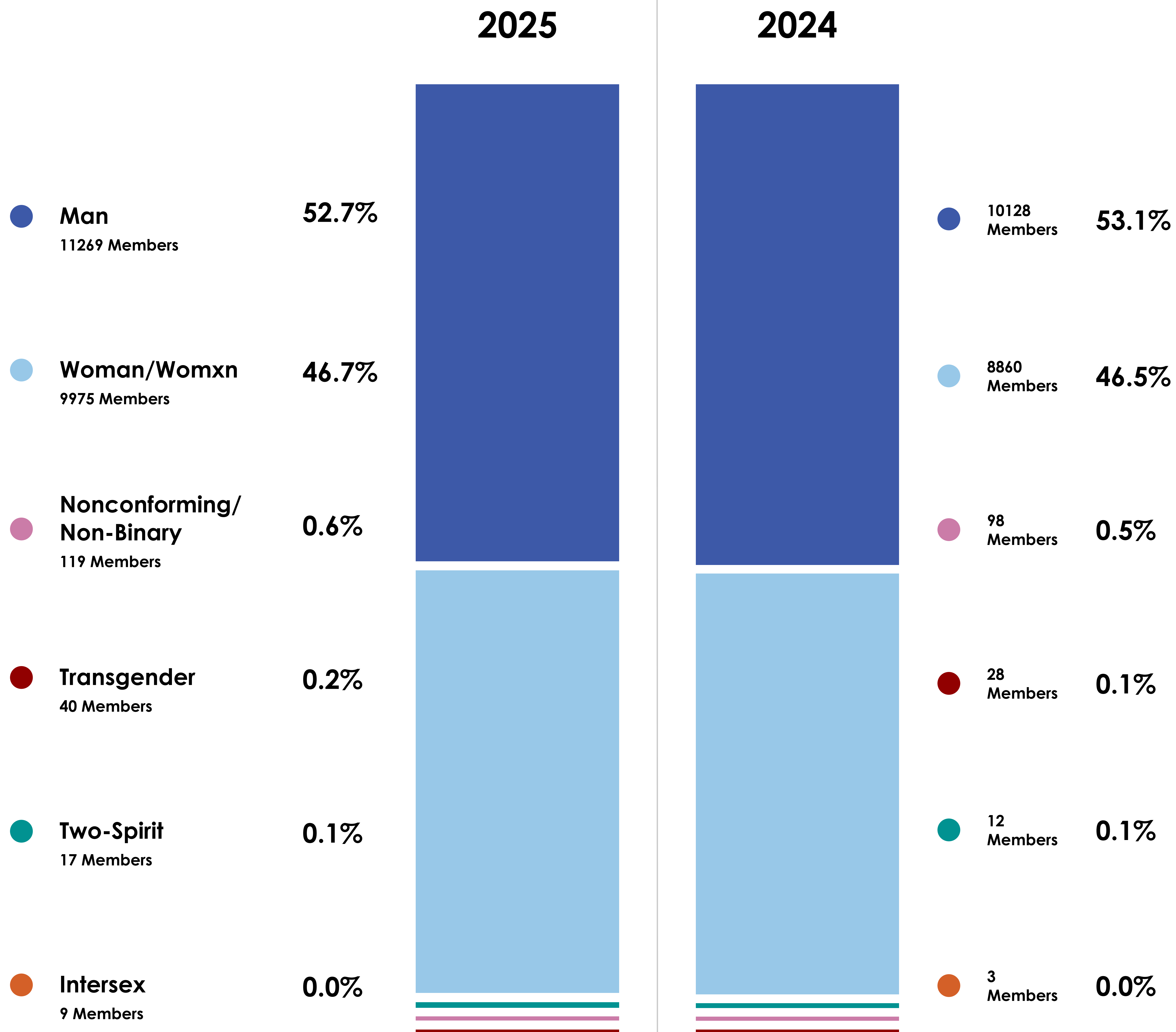
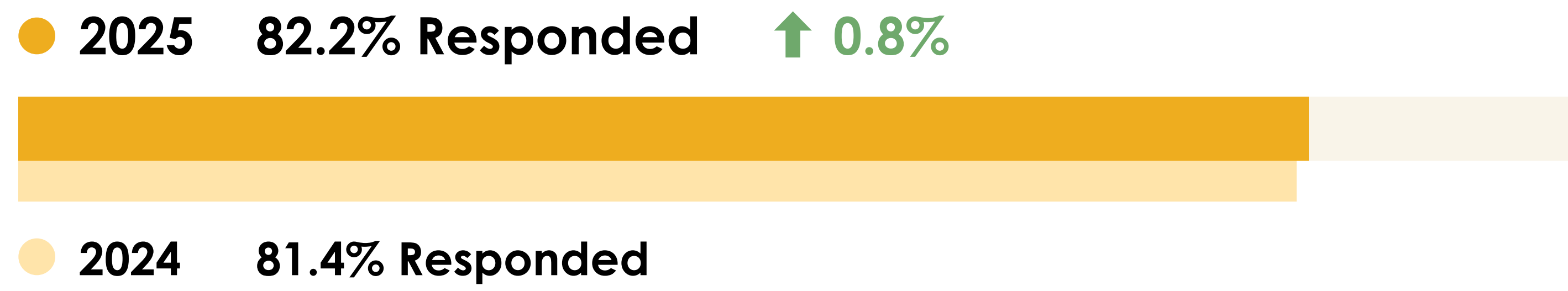
Age x Race

Younger generations continue to be more and more racially diverse. While the youngest generation's sample of 18-24 is much smaller than the other age brackets, the percentage of Black-identifying members in this group has grown notably. Additionally, the percentage of those who identify as Biracial has increased notably across all age brackets below 56.

Gender

There has been no notable change in gender representation, however, members reporting as intersex or transgender, while small in percentage overall, are increasing, indicating these groups may be growing.

Television Academy Members



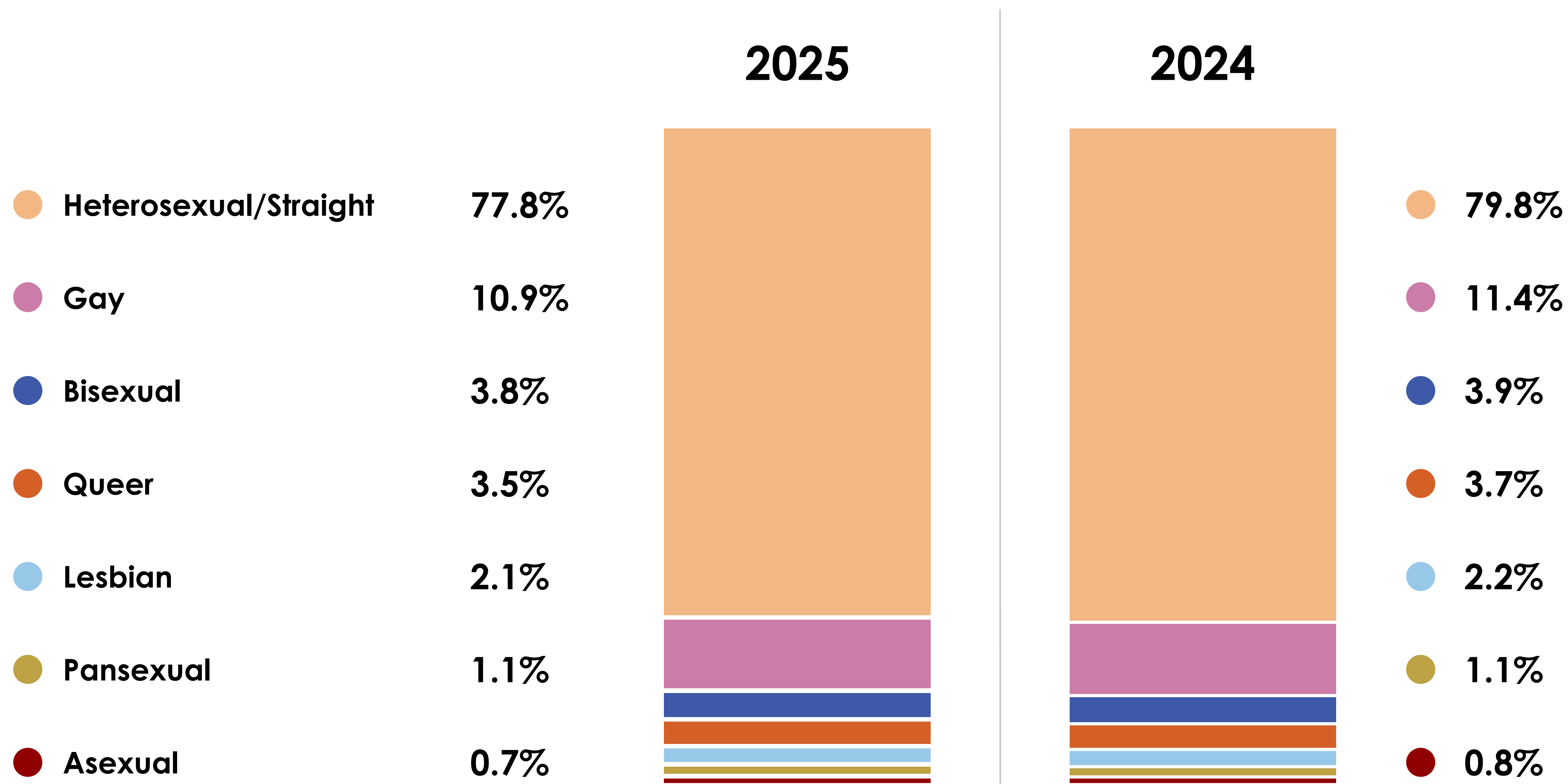
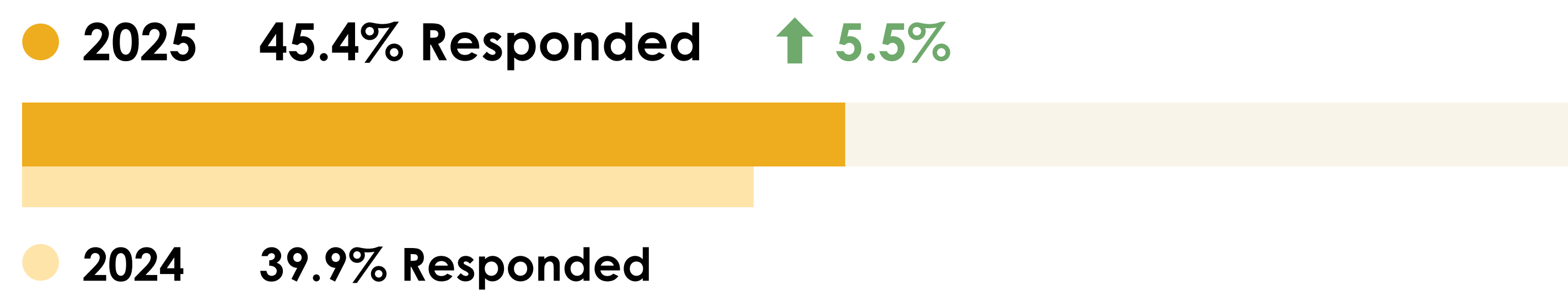
Race x Gender

Similar to previous years, woman-identifying members are more racially diverse than man-identifying members, while non-binary and other gender-identifying members are more racially diverse, proportionally than either of the other two groups.

Sexual Orientation

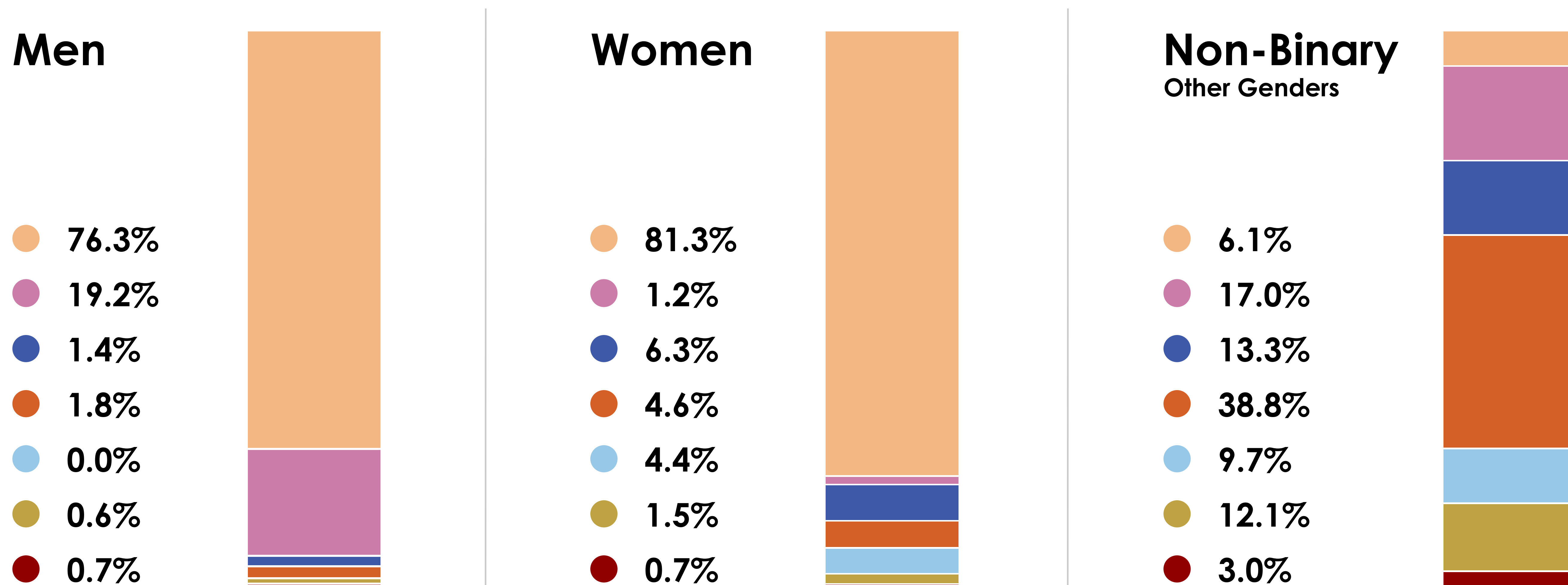
Even with a notable increase in members reporting their sexual orientation, the breakdown of sexual orientations remains similar to 2024.

Television Academy Members



Gender x Sexual Orientation

Similar to previous years, more members who identify as women also identify slightly more as straight compared to those who identify as men. While the sample of non-binary and other gender members is much smaller, they are more likely to identify as queer, pansexual or bisexual than men or women.



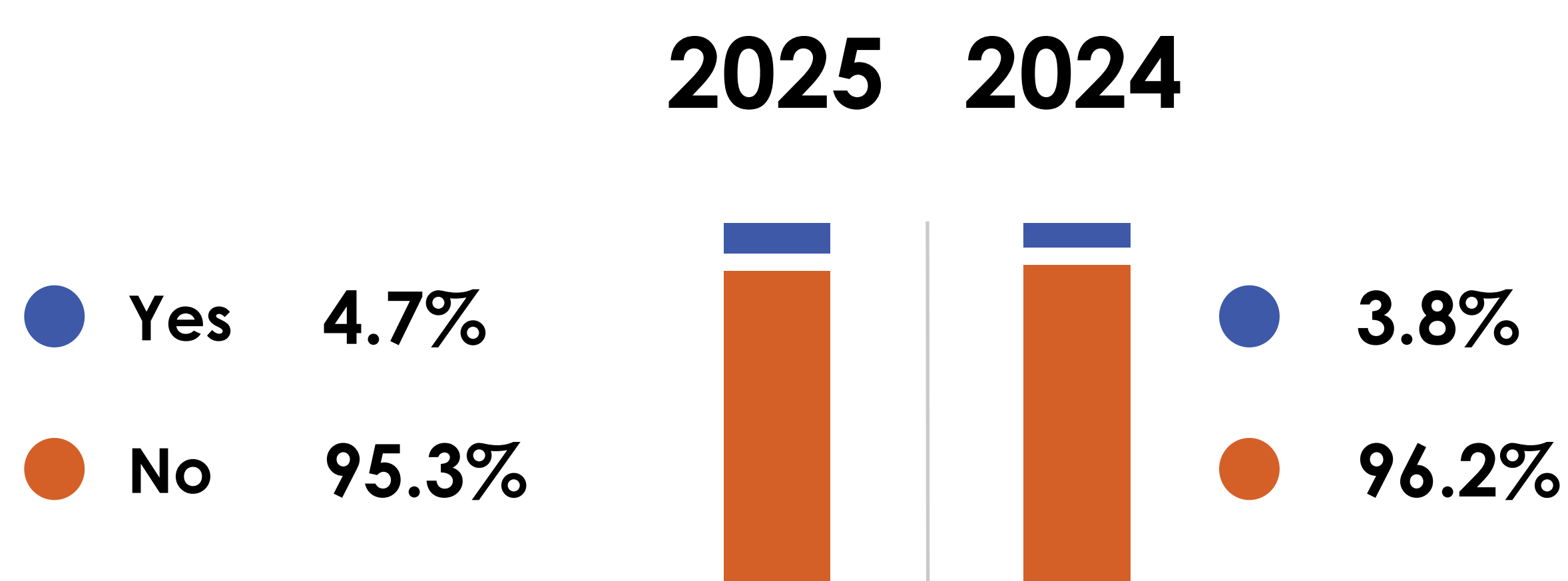
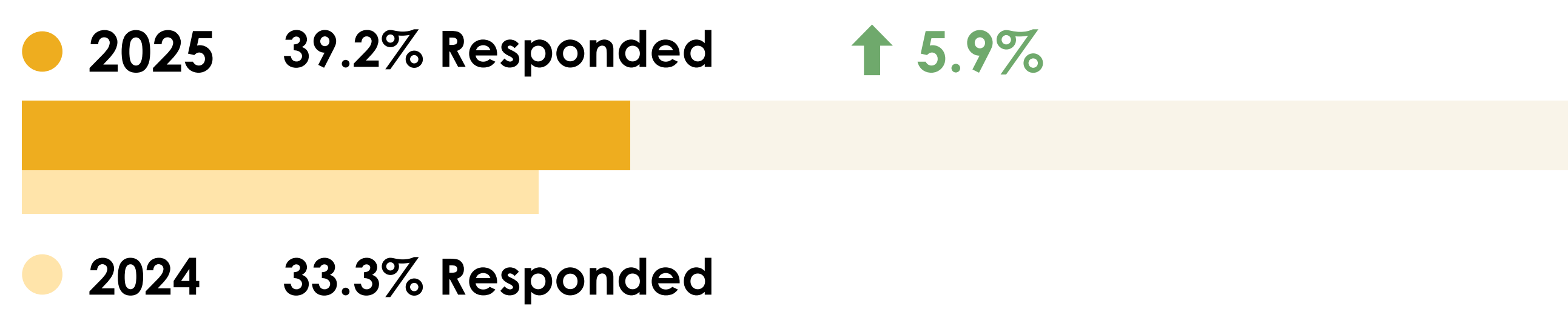
Disability Status & Veteran Status

While the number of members reporting their disability and veteran statuses has increased notably, the breakdown of those with disabilities versus those without and those who do and do not hold veteran status has not shifted notably.

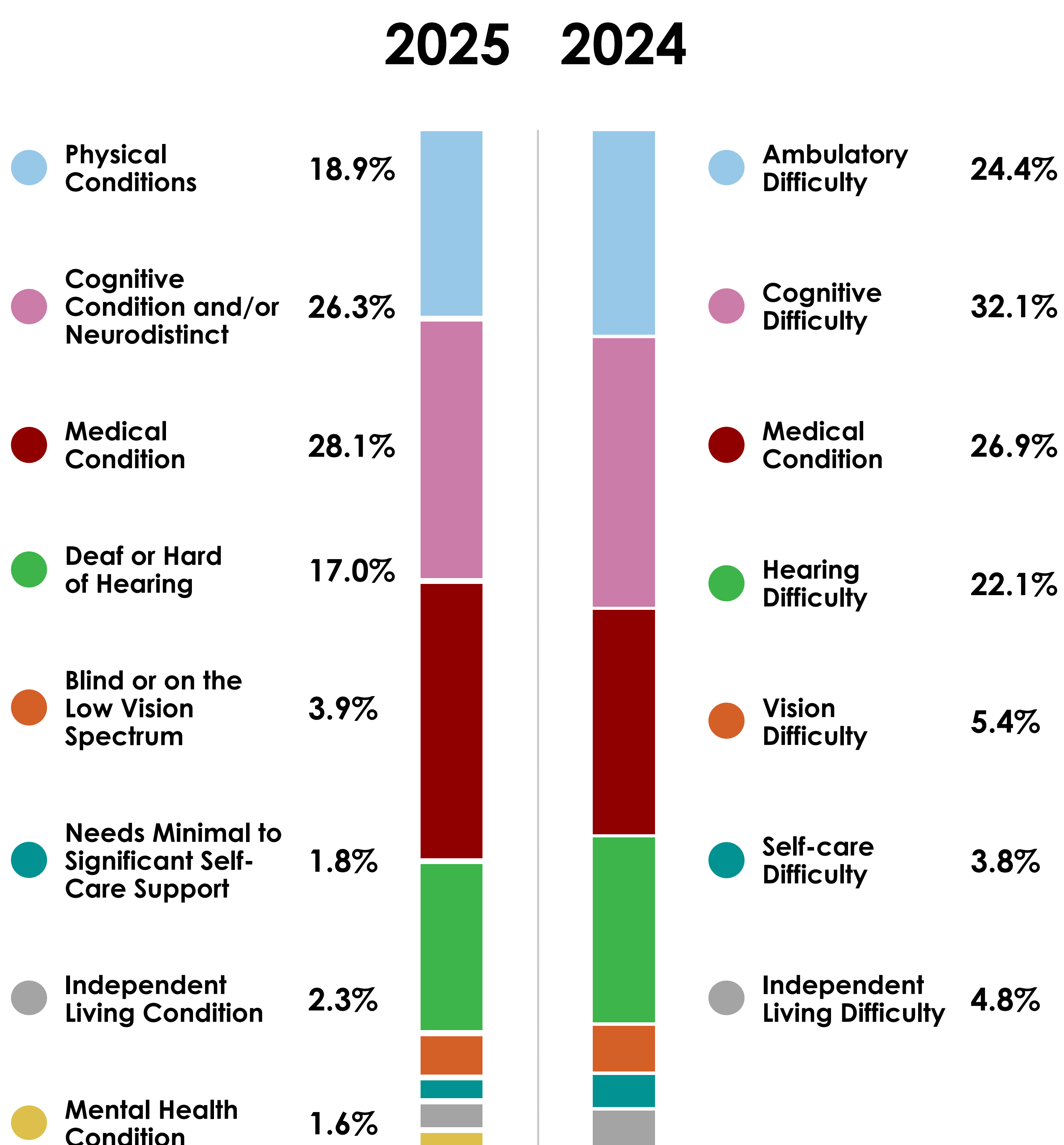
With only 1.9% of members (less than half of those reporting they have a disability) reporting the categories of their disabilities, it is difficult to compare year over year due to margin of error.

Please note that based on member feedback, to improve the inclusivity of language, the categories for disability types have shifted from previous years and will be shifted in the Television Academy's member database.

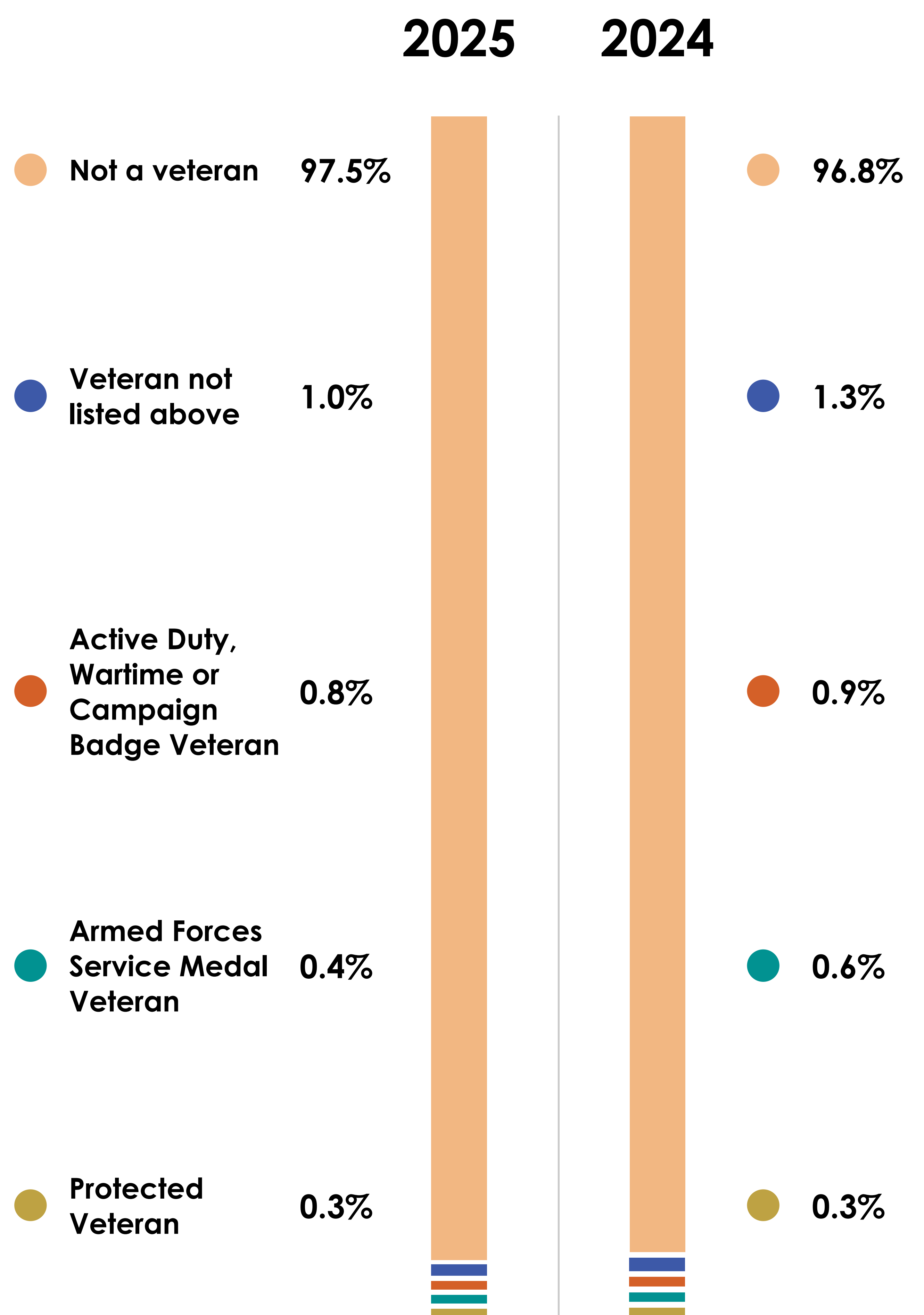
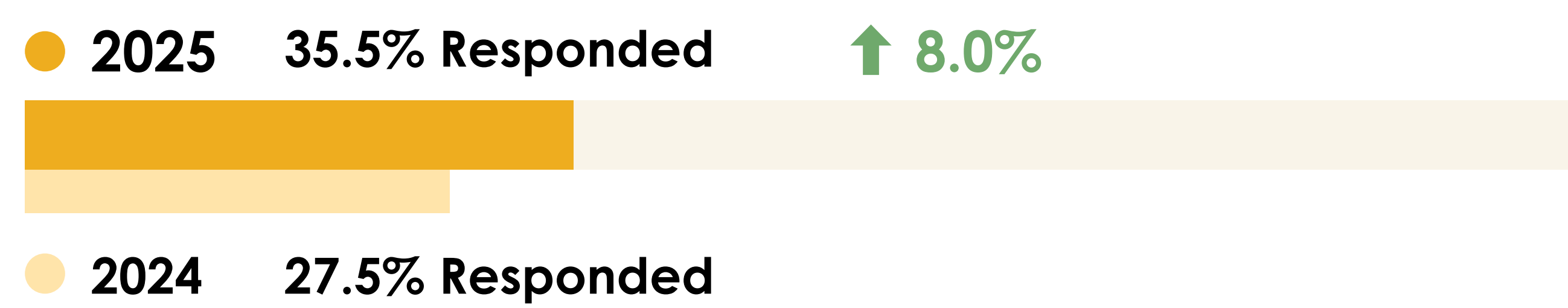
Disability Status



Disability Type



Veteran Status



Progress and Strategic Initiatives



Progress Towards Commitments

In the past year, with our partner ReadySet, the Television Academy has made progress towards many of its stated goals and objectives to develop and sustain a more inclusive environment for its members, leadership, and staff. Below are some of the ways this work continues to progress as the Academy works to meet these objectives:

Published a detailed Impact Progress report in 2024 to advance the transparency commitment

Held the first All-Academy Inclusion Summit December 2024

Established the Your Voice Matters initiative to garner live feedback from members across peer groups given directly to Governors and Academy leadership

Expanded the Peer Circles program to 32 circles across 16 peer groups with over 550 members participating

Developed a clearer onboarding process for new Peer Group Executive Committee members to better set up new appointees for success

Held a series of Expert Voices action-planning sessions with members from identity groups who reported feeling overlooked to address this gap

Held a series of data gathering listening sessions from members with experience in affinity groups to guide the development and structure of the Academy's upcoming Affinity Group program

Increased the available race and ethnicity options in the members database to more inclusively and accurately represent membership identities

In addition to this progress, the Television Academy, in collaboration with ReadySet, updated its strategic Roadmap for culture growth with fresh goals and objectives that build on initial progress as reported in the **2024 Impact Progress Report**. In an effort to more directly serve members, the Academy has shifted its objectives to center their interests.

Revised Strategic Objectives

Member Outreach & Connection

- 1 Ensure continuous and equitable development of membership outreach, programming, initiatives, and engagement. This fosters a sense of meaningful inclusion among Academy members.

Member Voice & Communication

- 2 Provide innovative opportunities for members to engage directly with the Academy and one another and have their voices heard.

Cultural Support & Resources

- 3 The Television Academy provides resources that support member-driven or member-serving cultural inclusion efforts throughout the entertainment industry.

Cultural Enrichment & Engagement

- 4 Expand and enrich member awareness to continuously improve the television industry culture.

These will be used as the foundation for all future strategic action planning for 2025.

As we move into the new year, the Academy plans to address these objectives with an array of initiatives and actions. Many of these commitments are a direct result from gathering and synthesizing member input and feedback.

Upcoming Actions for 2025

MEMBER OPPORTUNITIES EXPANSION

- Roll out the pilot for the Television Academy Affinity Group Program. The structure, scope, mission and design of this program was driven by member input and feedback from various listening sessions and surveys.

Ensure that the Affinity Group pilot includes groups for Disabled, Middle Eastern, Jewish, and 65+ members that can offer opportunities for greater connection, programming specific to these identities and the ability for impactful advocacy.

- Continue to grow the Peer Circles program, with dedicated Circles outside of Southern California.

CULTURE CHANGE AND INCLUSION

- Offer a second series of training videos for membership regarding culture change and inclusion.
- Hold two Inclusion Summits throughout the year to learn, connect and plan around culture change efforts.

ACCESS & EQUITY

Provide clear accommodation and accessibility information for events and increase accommodations where available.

Increase awareness of issues and biases facing groups that have previously reported being overlooked.

Promote programming and opportunities through multiple modes of communication to ensure more consistent awareness, especially for those not technologically inclined.

■ Indicates actions resulting from Expert Voices member input.

As with all strategic action planning, these efforts are dynamic and will continue to evolve as the Academy develops and executes these initiatives.

Thank You

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