

## #WriteInclusion: A CALL FOR INCLUSION & EQUITY IN TV WRITERS ROOMS

For years, Hollywood has acknowledged the importance of reflecting America's rich cultural diversity. Recently, successes such as *Black Panther*, *Wonder Woman*, *Crazy Rich Asians*, *Pose*, *One Day at a Time* have further underscored the benefits of inclusion and equity on-screen and behind-the-scenes.

A new report, *Behind-the-Scenes: The State of Inclusion and Equity in TV Writers Rooms*, from the Think Tank for Inclusion and Equity (TTIE), a consortium of working TV writers, digs deeper into the issues experienced by a broad spectrum of diverse TV writers (Women, People of Color, LGBTQIA+, People with Disabilities). TTIE's report identifies three main areas that most affect diverse TV writers:

- **Token inclusion at the lower-levels.**
- **Barriers to promotion and advancement to the mid and upper-levels.**
- **Lack of viable resources and outlets to report harassment and discrimination.**

As members of the television writing/producing community, we recognize diverse writers' contributions are valuable not only when a show's content calls for a specific POV, but across the board. A variety of perspectives generates more authentic stories and, often, higher profits.

The television community – especially networks, studios, production companies, representatives, showrunners, upper-levels, non-writing producers, guilds/unions – must marshal resources and work together to create an inclusive, equitable, and safe work environment. Here are three recommendations that are further detailed in the report:

- **Inclusion and equity data for writers rooms** needs to be **collected, tracked,** and **shared** for periodic review.
- **Reevaluate existing inclusion/diversity programs** for ways to improve. **Add additional incentives** to support the **promotion/advancement** of diverse TV writers at all levels.
- Employers need to provide **education**, establish an **independent, third-party reporting system,** and **formalize sanctions** for offenders to combat **bias, discrimination, and harassment.**

We stand with TTIE in their call to increase inclusion and equity in TV writers rooms.

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Dan Steele	Iram Parveen Bilal	Julie Wong
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David Foster	Jack Moore	Kathryn Elise Drexler
David Ngo	Jacqueline Hoyt	Kathy McCormick
David Renaud	Jake Choi	Katrina Mathewson
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