

## #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.

Endorsed by:

5050by2020	Alexander Cary	Angela Kang
A. Zell Williams	Alexis Wilkinson	Anisha Adusumilli
Aaron Carew	Alison Sotomayor	Annie Mebane
Aaron Ginsburg	Allison Davis	Anupam Nigam
Aaron Rahsaan Thomas	Alyssa Clark	Arika Lisanne Mittman
Adam Conover	Alyssa Milano	Audrey Moore
Adam Starks	Amanda Green	Audrey Wauchope
Ahmadu Garba	Amy Aniobi	Babak Tafti
Aimée Lagos	Amy Fox	Barbara Friend
Aisha Bhoori	Amy-Jo Perry	Becky Hartman Edwards
Akela Cooper	Andy Roth	Bekah Brunstetter
Alex Kurtzman	Angela Harvey	Ben Acker

Ben Blacker	Evette Vargas	Jonny Sun
Ben Levin	Franklin jin Rho	Jordan Young
Ben Smith	Gary Goldstein	Jose Molina
Bianca Sams	Geeta Malik	Joshua Allen
Bisanne Masoud	Geoffrey Thorne	Joss Whedon
Bo Yeon Kim	Gil Hizon	Jude Roth
Brandon Easton	Glen Mazzara	Julian Silver
Brenda Hsueh	Gloria Calderón Kellett	Julie Sagalowsky Diaz
Brendan Hay	Graham Norris	Julie Wong
Brendan O'Malley	Guy Branum	June Diane Raphael
Bridger Winegar	Hailey Chavez	Justin Halpern
Brittani Ward	Heidi Cole McAdams	Kathryn Elise Drexler
Brusta Brown	Hilary Bettis	Kathy McCormick
Bryan Wynbrandt	Hilliard Guess	Katrina Mathewson
C. James Carter	Hollie Overton	Kelli Breslin
Carla Ching	Howard A. Rodman	Kelly DeLeon Fullerton
Carlos Foglia	Ilana Peña	Keto Shimizu
Carter Covington	Ingrid Escajeda	Kevin A. Garnett
Celeste Chan Wolfe	Iram Parveen Bilal	Kevin Seccia
Celia Finkelstein	Isaac Oliver	Kimmy Gatewood
Charise Castro Smith	J.F. Halpin	Kira Snyder
Chrissy Pietrosh	Jack Moore	Kourtney Kang
Christina M. Walker	Jacqueline Hoyt	Kris Rehl
Clay Graham	Jake Choi	Kristine Huntley
Color of Change	James Duff	Krystal Banzon
Corey Sienega	James Eagan	Kulap Vilaysack
Cynthia Kao	Jamie Pachino	Langan Kingsley
D'Lo	Jane Espenson	Laraine Newman
Dan Lin	JaNeika James	LaToya Morgan
Danny Tolli	JaSheika James	Laura Jacqmin
Daria Polatin	Jason Ganzel	Laura Moran
Dave Jargowsky	Javier Grillo-Marxuach	Laura Valdivia
David Foster	Jeane Wong	Lee Sung Jin
David Renaud	Jeff King	Leland Jay Anderson
David Schulner	Jeff Trammell	Lena Waithe
Dawan Owens	Jenn Kao	Ligiah Villalobos
Deirdre Mangan	Jennie Church-Cooper	Lila Byock
Desha Dauchan	Jennifer Arnold	Lilla Zuckerman
Devanshi Patel	Jennifer Quintenz	Linda McGibney
Diane Ademu-John	Jennifer Schuur	Lisa Hanawalt
Drew Z. Greenberg	Jesse Andrews	Lisa Harrison
Dylan Ramsey	Jessica Gao	Lisa Zwerling
Eduardo Javier Canto	Jessica Goldstein	Liz Kruger
Eliyas Qureshi	Jessica Yingling	Liz Sczudlo
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Erica Shelton Kodish	Jill Soloway	Luke Campbell
Erika Green Swafford	Jim Campolongo	Luther Mace
Erin Cardillo	Joe Henderson	Marcos Luevanos
Evangeline Ordaz	John Mitchell Todd	Maria Bamford

Maria Elena Rodriguez	Sahar Jahani
Marie Cheng	Samantha Corbin-Miller
Mark Kruger	Samantha Sharma
Marlana Hope	Sameer Gardezi
Marti Noxon	Sang Kyu Kim
Matt Bosack	Santina M Muha
Matt McConkey	Sarah Nerboso
Maurissa Tancharoen Whedon	Shaun Cassidy
May Chan	Shauna McGarry
Mellori Velasquez	Shelley Meals
Mfoniso Udofia	Shilpa Mankikar
Michael Narducci	Shuo Zhang
Michelle Paradise	Simran Baidwan
Miguel Nolla	Spiro Skentzos
Miranda Kwok	Stephanie Coggins
Muslim Anti-Racism Collaborative (MuslimARC)	Steve Lightfoot
Muslim Public Affairs Council's Hollywood Bureau	Steven Canals
MW Cartozian Wilson	Sujata Day
Natalie Chaidez	T.J. Brady
National Hispanic Media Coalition	Tania Lotia
Niceole R. Levy	Tanya Saracho
Nijla Mu'min	Tawal Panyacosit Jr.
Nikhil S. Jayaram	Tawnya Bhattacharya
Nizar Wattad	Terrell Lawrence
Noelle Valdivia	Terri Kopp
Pilar Golden	Tess Paras
Rachel Bloom	Theo Travers
Rashad Raisani	Thomas Reyes
Rasheed Newson	Tracy Whitaker
Rebecca Dameron	Trembling Void Studios
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Rene Gube	Vincent Rodriguez III
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Richard Lowe	Women In Film
Robert Forman	Y. Shireen Razack
Robert Hewitt Wolfe	Yasemin Yilmaz
Rockne S. O'Bannon	Yasmine Campbell
Rockne S. O'Bannon Television	Yvette Foy
Ron McCants	Yvette Lee Bowser
Ryan Gabriel Maldonado	Zakiyyah Alexander
Sabrina Almeida	Zoanne Clack
Sachin Bhatt	