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**May 24, 2022**

**THINK TANK FOR INCLUSION & EQUITY, A SPONSORED PROJECT OF WIF,  
RELEASES REPORT ON INCLUSION & EQUITY IN TV WRITING**

May 24, 2022, Los Angeles – Think Tank for Inclusion and Equity (TTIE), a consortium of working television writers and sponsored by WIF (Women In Film, Los Angeles), is releasing its fourth annual “**Behind the Scenes: The State of Inclusion & Equity in TV Writing**” report, in partnership with the Geena Davis Institute on Gender in Media. This research directly surveyed over 875 working TV writers, and is aimed at identifying the barriers to entry and career advancement that historically excluded writers continue to face. It also pinpoints roadblocks and pitfalls to creating more authentic, inclusive, and responsible story content.

Audiences crave inclusive content—87 percent of respondents in the Nielsen “attitudes on Representation on TV” survey said they are “interested in seeing more content featuring people from outside their identity group.” TTIE’s research shows how the landscape behind the scenes is affecting content desired by audiences and advertisers alike. This year’s report digs deeper into how seismic shifts in the industry—the rise of streaming platforms, the proliferation of mini-rooms, and the impact of a global pandemic—affect hiring and storytelling on a profound level, resulting in some disturbing revelations.

**TOP FINDINGS**

- 70% of historically excluded writers who developed new series projects in the past five years did so without pay, compared to 53% of non-marginalized writers.
- 81% of upper-level white writers with *no* prior management experience are contracted to showrun their development projects, compared to only 67% of upper-level BIPOC writers who *do have* management experience.
- 68% of white men and 56% of white women respondents who worked as assistants in the past secured their first TV writing job by being promoted from the assistant ranks, compared to only 26% of BIPOC men and 20% of BIPOC women who worked as assistants.
- 76% of showrunner respondents said they received no management training prior to or during their time running a show.
- 67% of respondents who were harassed said their showrunner was the perpetrator.

- 48% of showrunner respondents said they could use help learning about best practices related to EDI (equity/diversity/inclusion).
- 56% of lower- and mid-level writers did not cover set on their most recent show.

To that end, TTIE offers recommendations to solve these issues. “We’re excited to see an industry shift in the right direction,” said TTIE’s co-founder and co-chair Y. Shireen Razack. “The work ahead is making sure EDI initiatives and pledges lead to true culture change and improved storytelling. We invite our colleagues to use TTIE’s findings and recommendations as a guide.”

### **TOP RECOMMENDATIONS**

- Pay historically excluded writers for development and *greenlight* more of their projects to series.
- Empower experienced, historically excluded writers to run their own shows, especially taking into account transferable skills (e.g. prior management experience).
- Create a widely accessible training program for new and experienced showrunners and co-executive producers that includes both traditional management skills and guidance on running diverse and inclusive writers rooms.
- Institute third-party confidential exit interviews with every writer to help identify unsafe work environments and remove bias and/or discrimination in the hiring/firing/rehiring process.
- Prioritize room-running, production, and post-production experience for writers at all levels to ensure they acquire the skills to run their own shows.
- Maintain Zoom and hybrid writers rooms to allow for better access, especially for Deaf and Disabled writers and writers from low-wealth and low-income backgrounds.

To dive deeper into these issues and recommended solutions, please visit the TTIE [website](#), where the BTS report will be posted in full on Tuesday, May 24, as well as information about their newly launched consultancy.

### **About Think Tank for Inclusion and Equity (TTIE)**

TTIE is a consortium of working TV writers from historically excluded communities, spanning emerging writers to showrunners and working across various segments of the TV industry (Network/Cable/Streaming, Drama, Comedy, Animation, etc.). By increasing inclusion in TV writers rooms and improving working conditions for all TV writers, TTIE seeks to empower historically excluded writers and transform the industry from within. In 2018, TTIE became a grantee of the Pop Culture Collaborative and a collaborative project of WIF. [WriteInclusion.org](http://WriteInclusion.org). @WriteInclusion on Twitter and Instagram.

### **About WIF**

Founded in 1973 as Women In Film, Los Angeles, WIF advocates for and advances the careers of women working in the screen industries, to achieve parity and transform culture. We support women and people of marginalized genders in front of and behind the camera and across all levels of experience. We work to change culture through our distinguished pipeline programs; we advocate for gender parity through research, education, and media campaigns; and we build a community centered around these goals. Membership is open to all screen industry professionals, and more information can be found on our website: [wif.org](http://wif.org). Follow WIF on [Twitter](#), [Instagram](#), [Facebook](#), and [YouTube](#).

### **About Geena Davis Institute on Gender in Media**

Founded in 2004 by Academy Award-Winning actor Geena Davis, the Institute is the only research-based organization working collaboratively within the entertainment industry to create gender balance, foster inclusion and reduce negative stereotyping in family entertainment media. For more information on our research visit [www.seejane.org/research](http://www.seejane.org/research) @geenadavisorg on Twitter and Instagram

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