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The Writers Guild of America exists to protect the wages and working conditions of all writers. This report has been created in an effort to fulfill those responsibilities and to inform the dialogue and actions within our industry surrounding these issues.

**The WGAW urges all studios, producers, executives, agents, managers, and lawyers to use the information provided in this report to adjust their business practices to work toward real solutions.**

While doing this work, it is also important to remember that **inclusion and equity efforts do not end with hiring and credits**. This report deals primarily with the WGAW's data on employment and credits, but there is ample evidence that, once employed, writers from underrepresented groups encounter ongoing obstacles. In addition to the WGAW survey detailed in this report, surveys by the [Think Tank for Inclusion and Equity](#) and a WGAW-commissioned study by UCLA's Professor and Dean of Social Sciences Darnell Hunt entitled "[The State of Career Advancement for Diverse Hollywood Writers: Surveying Pitfalls and Best Practices](#)" document various types of bias, tokenism, and harassment that writers from underrepresented groups face in the workplace.

While it will take work from individuals and companies across our industry to change the status quo, credit for the progress that has been made belongs, first and foremost, to the writers from underrepresented groups who work not only to write excellent scripts and tell great stories, but also to open doors for themselves and the writers who will come after them.

To help underrepresented writers continue to drive meaningful change, the WGAW's Inclusion & Equity Department provides staff and support for a number of programs and committees, including the [TV Writer Access Project](#) and [Feature Writer Access Project](#), the [Asian American Writers Committee](#), the [Career Longevity Committee](#), the [Committee of Black Writers](#), the [Committee of Women Writers](#), the [Disabled Writers Committee](#), the [Latinx Writers Committee](#), the [LGBTQ+ Writers Committee](#), the [Native American & Indigenous Writers Committee](#), and the newly-formed [Middle Eastern Writers Committee](#). These committees work to solve problems faced by their members and hold events to help underrepresented writers connect with those that can hire them. Anyone in a position to hire writers or help advance their careers is welcome to contact these committees to inquire about attending one of their events.

With transparency, accountability, and continued effort, we can end discrimination against underrepresented writers and increase diversity, equity, and inclusion across our industry.