

## Writers Guild of Canada releases latest report on Equity, Diversity and Inclusion in Canadian television

*Within the context of overall declining work opportunities, the report shows gains made by People of Colour, LGBTQ2S, and Black writers over the past five years, with more recent gains made by Indigenous writers and writers with disabilities.*

### For immediate release

**Toronto, ON | October 3, 2024** — The Writers Guild of Canada (WGC) has released a new Equity, Diversity and Inclusion (EDI) Report with the latest 2023 data. For the first time since the Guild began publishing this report, the data show a decline in the number of episodes across every TV format. In addition, the series covered in this year's report hired fewer writers than ever before. Compared with 2016, the number of WGC members working on Canadian TV decreased by 11 per cent. This decline jeopardizes the hard-fought progress made by the WGC to establish a growing pool of diverse working writers within the industry.

The report is based on data from 76 series (53 live-action and 23 animation) that were in production in 2023, in addition to the 372 series covered in the period from 2019 to 2022. It includes WGC membership and production data.

The report highlights gains made across different EDI measures:

- The percentage of WGC diverse writers working on Canadian TV has increased steadily from 26 per cent in 2019 to 40 per cent in 2023. The increase is largely due to the higher participation of writers of colour and LGBTQ2S writers, as well as writers with disabilities and Indigenous writers, which is especially true in live-action series.
- While 7.9 per cent of writers working on TV in 2023 have intersectional identities, 9.8 per cent of writing jobs went to this group in the same year. Racialized writers who also identify as LGBTQ2S make up 6.1 per cent of all working writers and received 7.5 per cent of writing jobs.
- Writers with disabilities and Indigenous writers saw gains in their participation in writers rooms and writing credits. Indigenous writers increased their participation in writers rooms to 5.5 per cent and earned 5.1 per cent of writing credits. The participation of writers with disabilities increased slightly to 4 per cent in 2023. They also earned 9.3 per cent of writing credits in 2023 compared with 3.3 per cent in 2022.

New this year, the WGC is releasing a **Best Practices Guide for Producers Working with Diverse Screenwriters** as a companion document to the report. The guide is intended as a tool for producers seeking to hire diverse screenwriters, build strong creative partnerships, and foster working environments that are conducive to authentic storytelling.

Other report findings based on the 2023 data include:

- Significant discrepancies continue between the volume of work and earnings for diverse

writers in animation. While the percentage of writers working in live-action increased from 42.6 per cent in 2022 to 45.3 per cent in 2023, the share of writers working in animation has not seen any movement since 2021 and remains at 29.8 per cent. While 29.8 per cent of earning writers' work in animation, they represent only 14.3 per cent of writers' earnings.

- The percentage of Indigenous writers joining the Guild is growing, at eight per cent in 2023 compared with one per cent in 2018. However, the percentage of Indigenous working writers remains low at 3.7 per cent, and only 3.5 per cent of writers' earnings. While 5.5 per cent of live-action writing credits were assigned to Indigenous writers, only 0.4 per cent of animation writing credits were assigned to the same group.
- The participation of writers from different ethnicities continues to show mixed results. For example, East Asian writers working on Canadian TV decreased from 4.1 per cent in 2022 to 2.9 per cent in 2023, while South Asian writers increased to 7.6 per cent in 2023 from 4.8 per cent in 2022. Both numbers are low when compared to the general population and urban population centres.

The report continues to be an important initiative undertaken by the WGC and its Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee to work towards addressing issues of historic underrepresentation in Canadian television. (Diversity groups are defined by the WGC as Indigenous, Black, LGBTQ2S, People of Colour, People with Disabilities.)

The [current report](#) and [best practices guide](#) are now available on the WGC's website [HERE](#).

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**ABOUT THE WGC**

The Writers Guild of Canada represents 2,500 professional English-language screenwriters across Canada, the creators of Canadian entertainment enjoyed on all screens. [wgc.ca](http://wgc.ca)