



Writers Guild of Canada

2021 Equity, Diversity & Inclusion Report

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Member, Diversity Committee

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Introduction - WGC

Working for Canadian screenwriters

Represents more than 2,500 professional English-language screenwriters in Canada, creators of entertainment watched around the world.

Celebrates and promotes its members, from hosting the annual WGC Screenwriting Awards and publishing *Canadian Screenwriter* magazine, to administering contracts and advising producers on how to engage professional screenwriters.

The voice for Canadian screenwriters.



EDI at WGC

Diversity Committee

Marsha Greene - Chair	Noelle Carbone	Amber-Sekowan Daniels
Anthony Farrell	Todd Ireland	JP Larocque
Jiro Okada	Jinder Oujla-Chalmers	Nile Séguin

Diversity Definition

The WGC defines diverse writers as belonging to any of the following groups: Indigenous, Black, People of Colour, LGBTQ2S, and people with disabilities

Diversity Committee Initiative

- The WGC and its Diversity Committee releases its annual Equity, Diversity and Inclusion Report which includes up to date data from publicly available industry sources and WGC membership database.**



2021 EDI Report



Writers Guild
of Canada

**Equity, Diversity
and Inclusion Report
2021**

An in-depth look at the composition of writers' rooms and writing credits through an EDI lens.

A key purpose of the report was to bridge the existing gap between research and results.

Data sources

- WGC Membership data from 2017 to 2020
- Contract data from 62 live-action and animated series that started production in 2020



2021 EDI Report - Major Findings

Not enough diversity in storytelling nor enough reflections of the diverse nature of the society in writing rooms

A writer from a racialized/underrepresented community has slim chances of landing high paying jobs

It was known from the start that the playing field wasn't level and most senior positions were held by Caucasian men & women

Vicious cycle from leadership at networks, Executive Producers and Showrunners who hired the same people repeatedly. Regardless of the success the series may or may not have



2021 EDI Report - Major Findings

Incremental growth in hiring by networks for lower positions. However, there still exists an unconscious bias by leadership

A writer from an underrepresented community can only tell stories that are from that community which prohibits the creator to write about much else. Limiting and stifling creativity.

There is much improvement needed in the area of hiring people with disabilities to work in writing rooms. This would involve both a mental and physical change. E.g. accessibility considerations

To boost membership for underrepresented communities, the WGC lowered its membership fee. Which increased the membership considerably. "Initiation Incentive Waiver"

The WGC also held several townhall meetings to hear from not only our members and their concerns that they have and how we best address them. We invited networks, producers, etc. to participate in these talks.



2021 EDI Report – Major Findings

Data findings between 2019 and 2020 in key categories include:

The share of writers from underrepresented communities receiving upper-level staffing credits increased:

Co-Executive Producer from 25% to 28%

Consulting Producer from 24% to 33%

The combined share of Black and People of Colour who received Story Editor and Executive Story Editor credits increased by 14% and 5.5%, respectively

Black writers have made strides to achieve representation in live action

The percentage of Black writers in live-action writers' rooms increased from 8% to 9.2%



2021 EDI Report – Major Findings

Other observations from 2019-2020 include:

Participation of Indigenous writers working on Canadian TV dropped to 1.4% in 2020. No Indigenous writers were engaged in animation productions during the same period.

Share of East and South Asians increased:
1.4% in 2019 to 2.8% in 2020
3.2% in 2019 to 3.6% in 2020, respectively.

Share of writing credits received by LGBTQ2S writers decreased:
In live-action, from 8.6% to 6.9%.
In animation, from 4.1% to 1.7%.



Thank You.