



Television Academy

Transparency Report



Introduction

As part of our continued commitment to transparency and improvement for DEIA efforts at the Television Academy, we are establishing an annual report to clearly lay out our current membership demographics based on member profile data updated throughout the year.

This report also includes our newly updated Television Academy mission statement, which encompasses our expansive and ambitious inclusion aspirations. To that end, we have also added the A for "Accessibility" to our previously used DEI acronym. This is an intentional choice to recognize, uplift and make conscious effort to accommodate the widest continuum of human ability and experience as possible in the initiatives we establish.

Additionally this report will include annual progress updates based on our varied array of DEIA efforts that correspond with the commitments we previously set in our 2021 initial report. We are invigorated by the forward momentum we have established and are excited by the continuous work ahead of us.

Part of that work is clearly showing where we have made inroads in terms of representation, initiatives and outreach as well as our next steps and focus areas. We at the Television Academy know that DEIA work is a continuous, non-linear process and will endeavor to keep growing towards a more inclusive, accessible and authentically representative future. We hope in doing so, we can set an example for others in the television industry to continue this work in an actionable and impactful way.

Television Academy Updated Mission Statement

“The Television Academy is dedicated to celebrating excellence, innovation, and the advancement of the telecommunications arts and sciences through recognition, education, and leadership, while fostering a diverse, inclusive and accessible professional community, building a lasting impact on creative generations to come.”

Table of Contents

2022 Member Demographics	03
Race	05
Generational Breakdown & Intersectional Analysis	06
Gender & Intersectional Analysis	07
Sexual Orientation & Intersectional Analysis	08
Disability Status & Veteran Status	09
Progress Updates Towards DEIA Commitments	10
Upcoming DEIA Actions	13

Member Respondent Demographics

Fulfilling its commitment to transparent demographic reporting, the Academy will use these metrics as a benchmark for tracking the expansive diversity of its membership body year over year.

Methods

Demographics were updated using information on file in the Academy's membership database as of 1/12/2023.

Members were encouraged multiple times over email and other communication to update their demographics in their member profile.

Intersectional analyses of demographic data were run wherever possible, but some optional identity categories such as Disability and Veteran Status were too low in response rates to maintain a confidentiality threshold.

The current total membership count at time of reporting was 20,583.

Respondents were able to select more than one option in categories, thus some percentages add up to more than 100%.

Percentages were taken from unique responses in each category, not out of the total membership count. Therefore are not necessarily representative of the entire membership population.

For race and gender, a majority of members responded making those percentages close to representative of full membership.

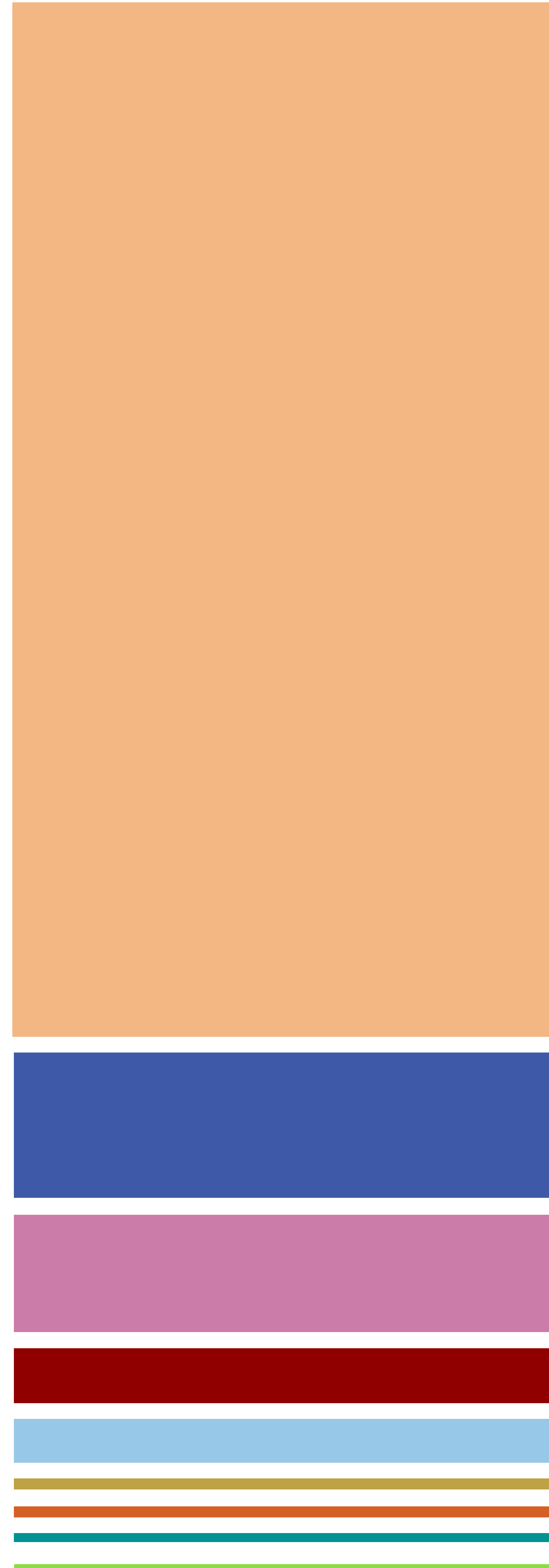
Race

Television Academy Members

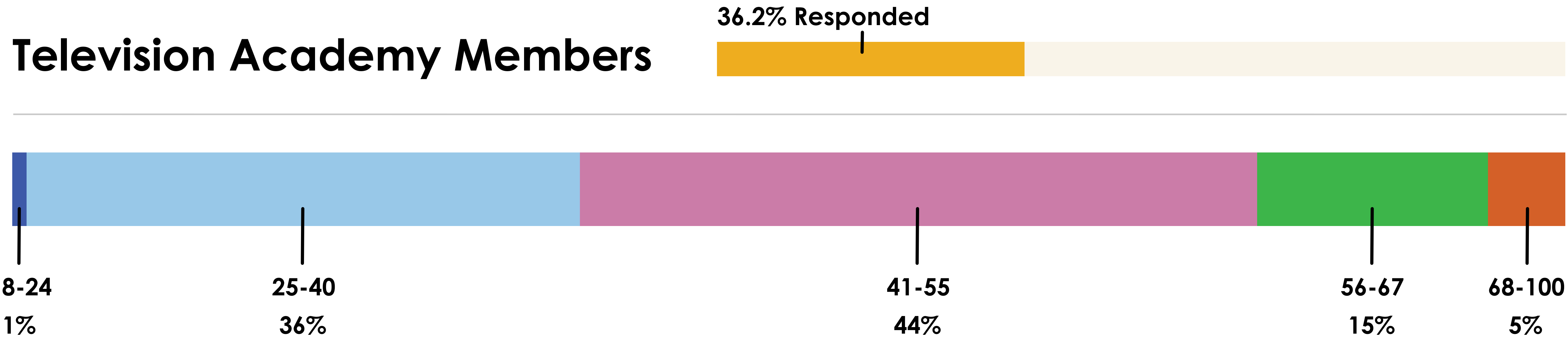
67.4% Responded



White or Caucasian (non-Hispanic/non-Latinx)	74.9%
Black or African American	10.4%
Latino/Latina/Latinx or Hispanic	8.5%
Biracial or Multiracial	3.9%
East or Southeast Asian	3.2%
Middle Eastern	0.8%
South Asian	0.8%
American Indian, Alaska Native, First Nation or Indigenous	0.6%
Native Hawaiian or Other Pacific Islander	0.4%

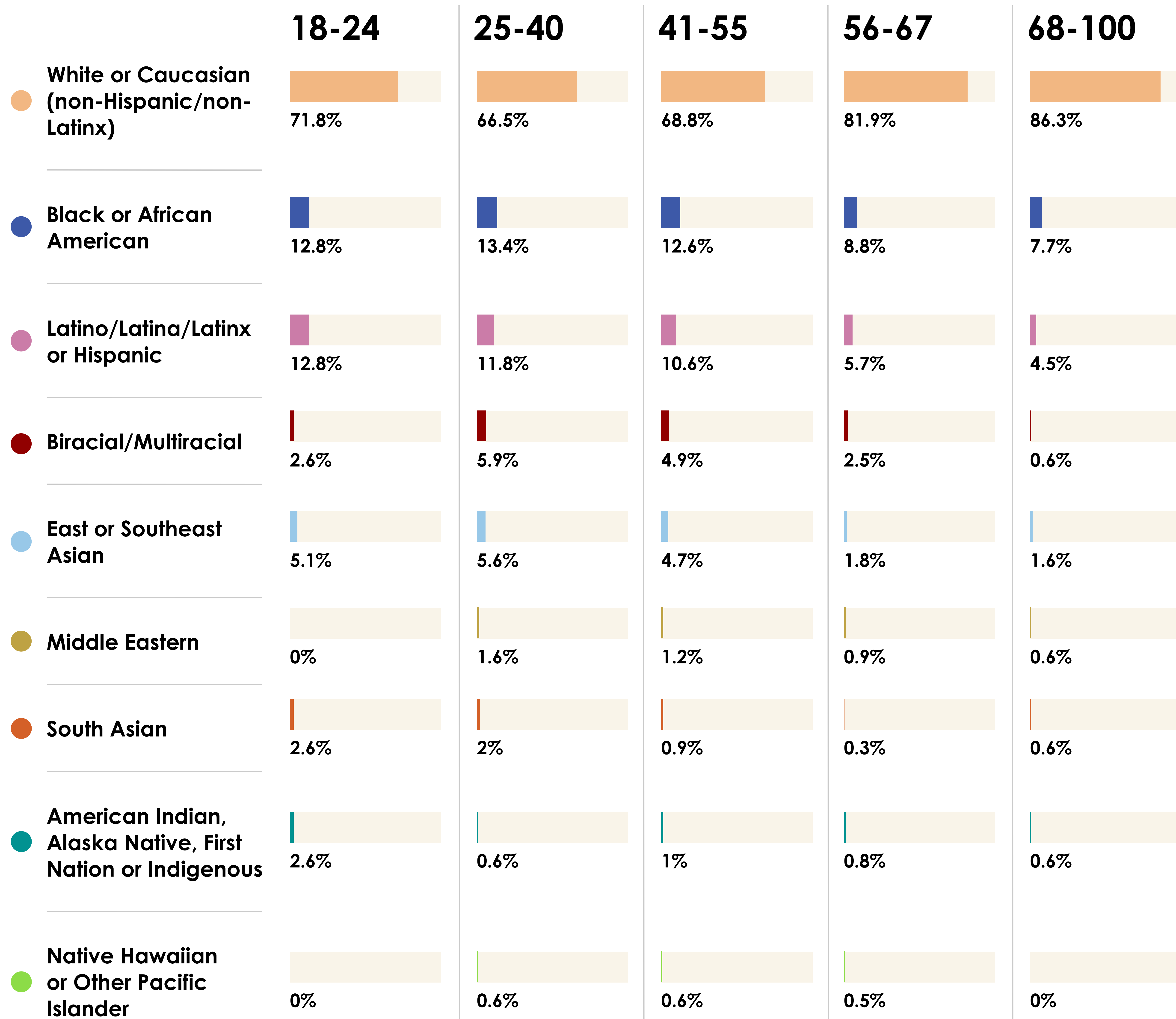


Generational Breakdown



Generational x Race

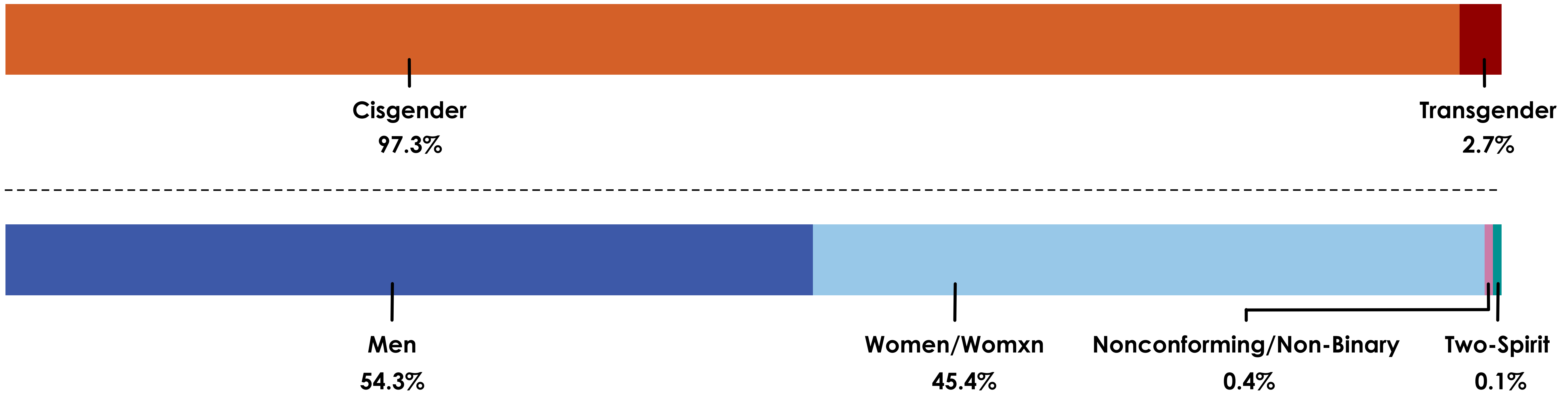
The younger generations of membership are increasingly racially diverse, especially those 55 and younger, although currently the youngest membership demographic reporting numbers were too small to accurately confirm this trend.



Gender

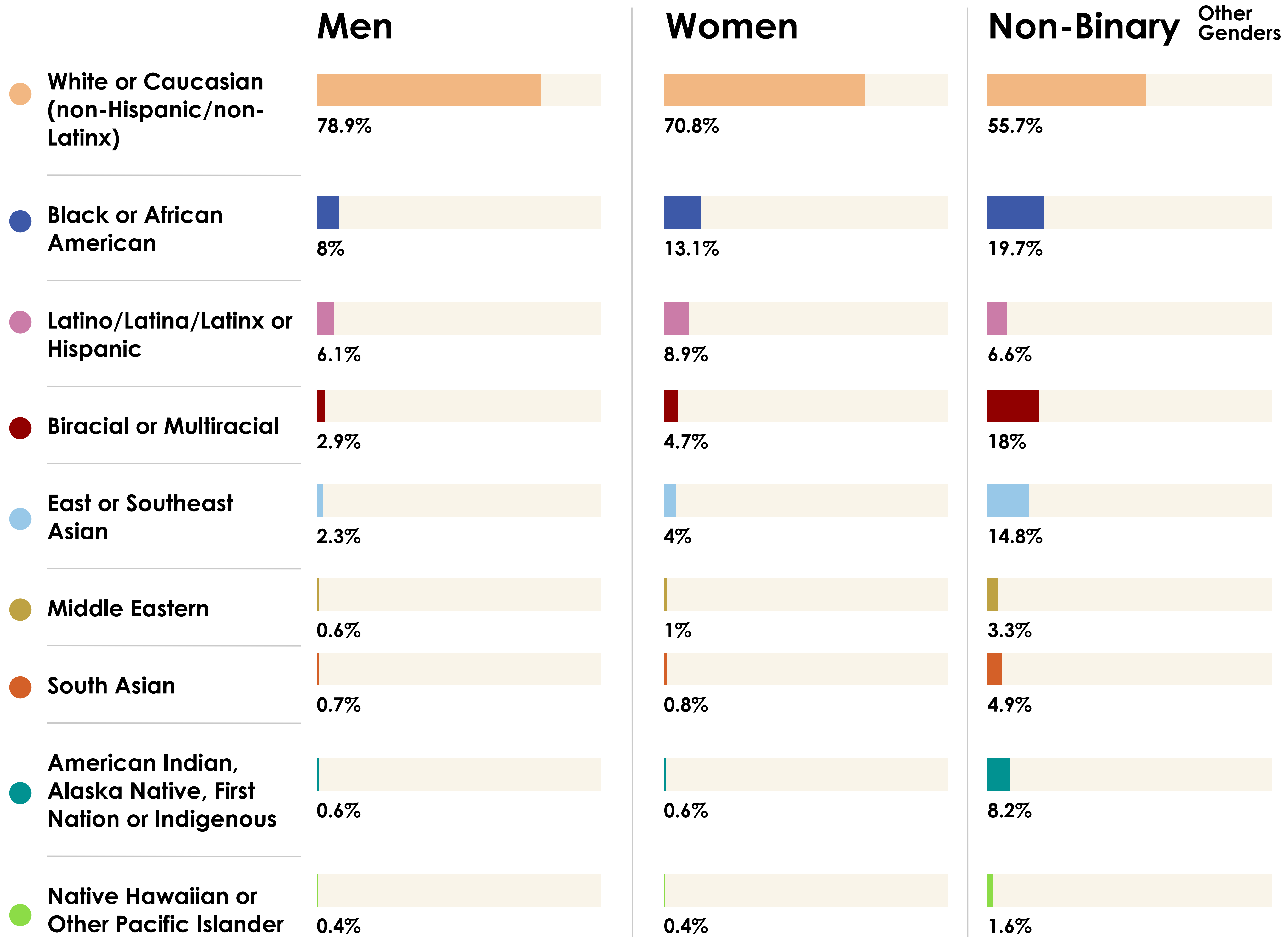
Television Academy Members

79.4% Responded

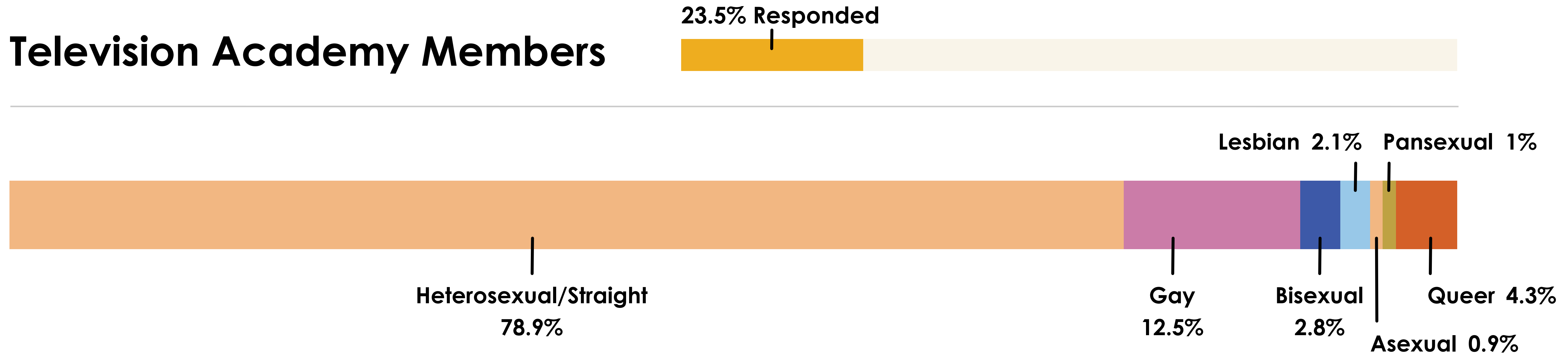


Gender x Race

Woman-identifying members are more racially diverse than Men. While the sample size for non-binary and other gender members is much smaller, they are more racially diverse proportionally than both Men and Women-identifying members.

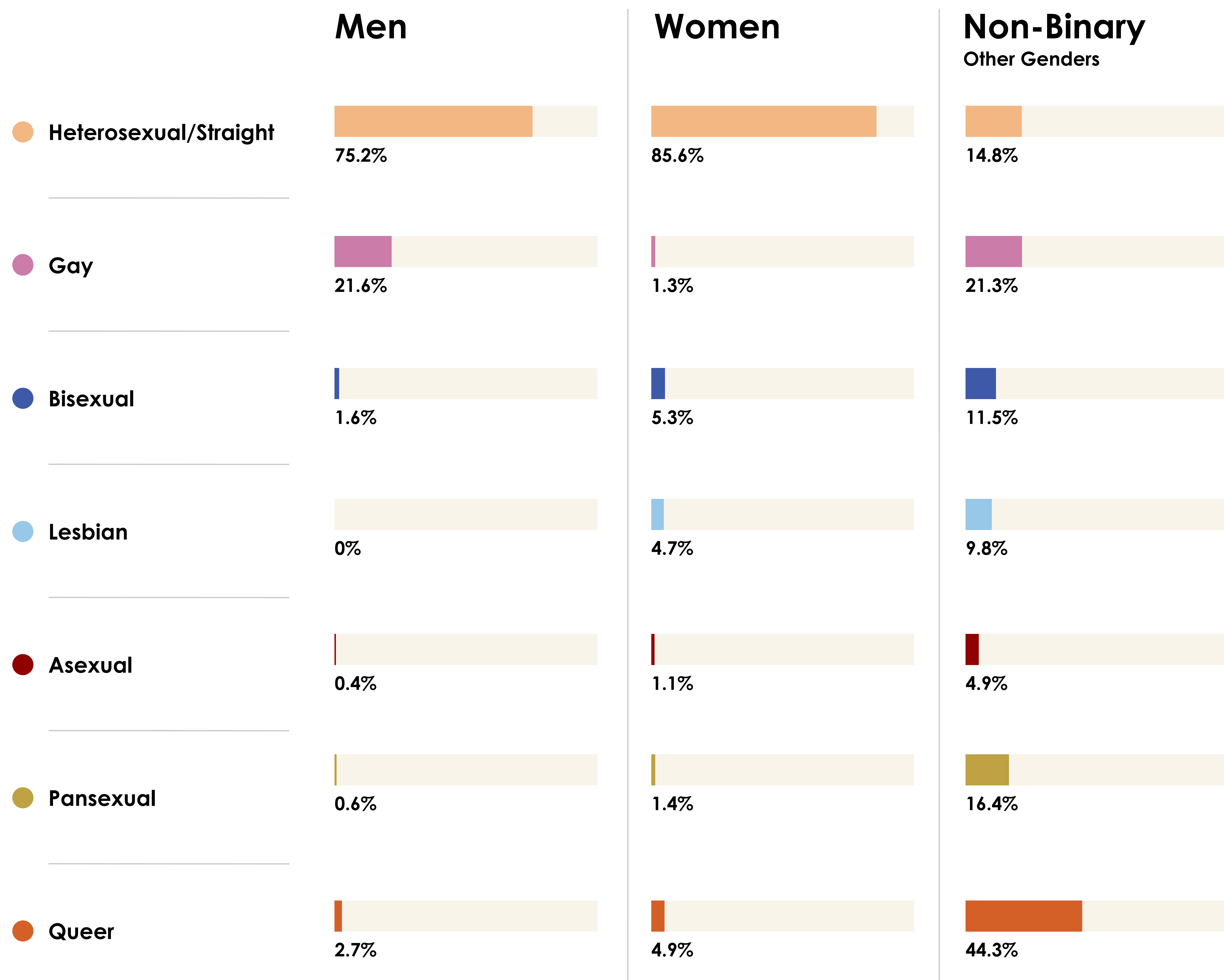


Sexual Orientation



Gender x Sexual Orientation

More men than women identified members identified as straight. Non-Binary/Other Gender members were more likely to identify as queer than Men or Women-identifying members.



Disability Status

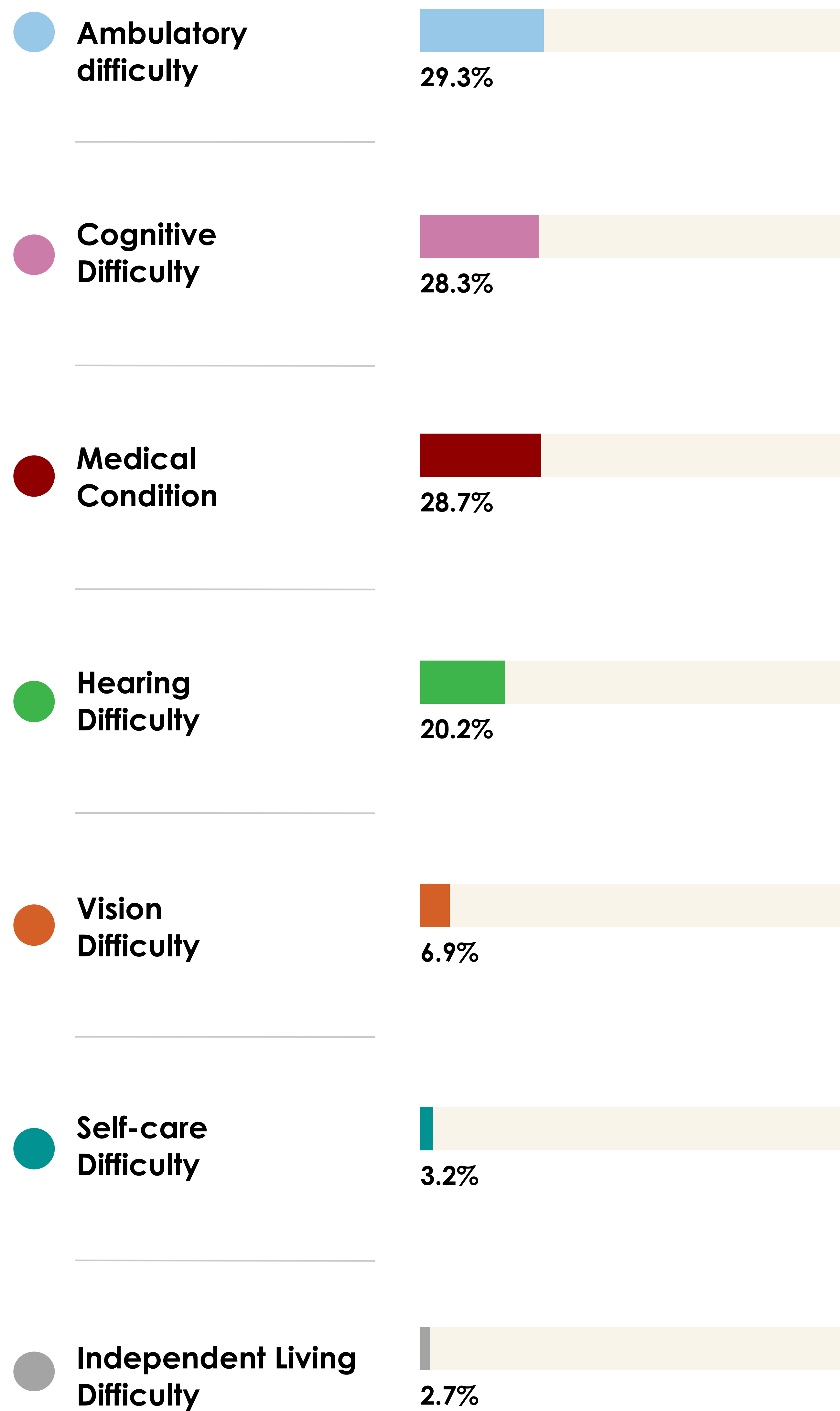
Veteran Status

Television Academy Members

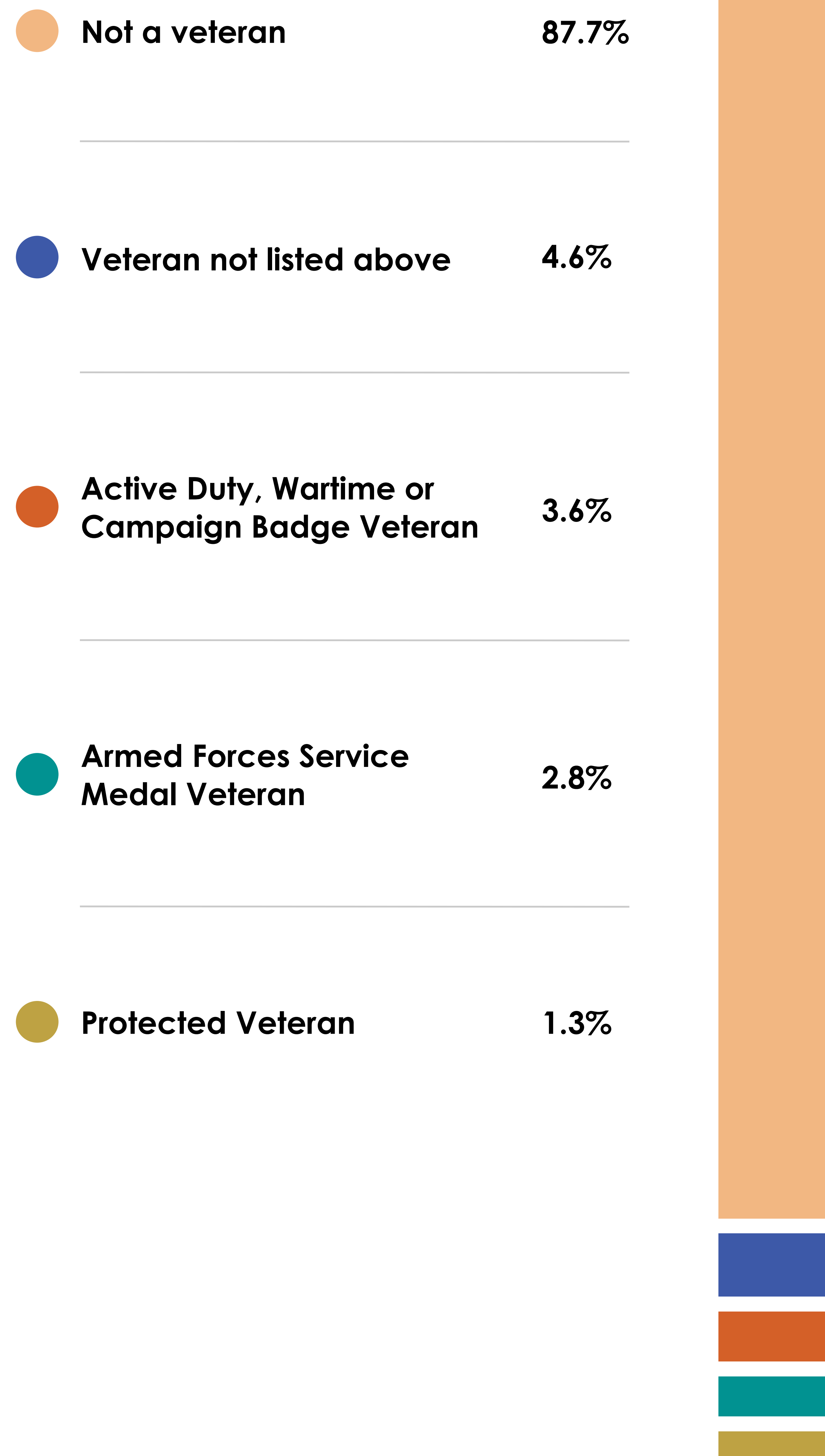
22.4% Responded



Disability Type



5.1% Responded



Commitments Progress Updates

Tracking and reporting qualitative DEIA progress is paramount for accountability towards these efforts. In accordance with that tenet, the Academy has included an update on progress of initiatives proposed in the initial 2021 Report. The Academy has also included select additional initiatives planned in the coming year.

1

Commitment

Continuous Television Academy DEIA Task Force Planning and Implementation

- Task Force has met monthly to plan and implement DEIA strategy with support from ReadySet
- Task Force has completed:
 - DEIA Strategy Roadmap
 - Revised Television Academy mission statement with DEIA focus
 - Customized DEIA metrics
 - Support for the inaugural Inclusion Summit
 - Constructive feedback on previous initiatives for improvement

2

Commitment

Ongoing DEIA Progress Updates and Industry Reporting

- In August 2022 the Television Academy in partnership with ReadySet released a State of the Industry report demonstrating experiences of exclusion in entertainment and call to action
- This report serves as this year's progress update for the Academy itself following the 2021 Television Academy DEI Membership Study
- A follow-up sentiment survey to be released late-2023 for an impact analysis of all DEIA initiatives thus far

3

Commitment

Expanded Membership Department with New Senior Leadership Focused on Communication and DEIA Integration

- Hired Linda Swain, VP of Membership and Outreach to improve member communication and transparency
 - Expansion of Membership department underway with a focus on expansive inclusion
- Hired Brandy Curry, Chief of Staff, who manages much of the day-to-day operations for DEIA initiatives

4

Commitment

Expanded Avenues and Partners for More Diverse Membership Outreach

- Outreach strategy is in progress
- The Television Academy hosted and sponsored the inaugural Inclusion Summit, which served as a first step for meeting DEIA partners to expand member outreach pipeline

In Progress

5

Commitment

Revision of Peer Group Executive Committees (PGEC) Rules and Composition to Increase Pathways to Member Leadership Roles

- Bylaws Committee worked to change the 2023 Governor Elections
- 12 out of 31 Peer Groups held Elections for new Governors
- 50 Members submitted candidate position papers to run for Governor of their Peer Group
- Over 30 members emailed elections@televisionacademy.com showing interest in being part of their 2023 PGEC, and/or a Standing/Advisory Committee

6

Commitment

Holistic and Comprehensive DEIA Training for Members in Leadership Positions

- Established 2-year tailored Governor training cycle for new and existing governors
- 2022 Board of Governors cohort was trained on
 - Allyship Skills
 - Inclusive Communication
 - Equitable Feedback
 - Productive Vulnerability for
 - Inclusion
- The Board of Governors and DEIA Task Force are actively engaged in continuous learning platform NewDay for self-guided learning and reflection

7

Commitment

Rigorous DEIA Metrics and Accountability Tracking Tailored for the Television Academy's Growth Areas

- Co-created Academy-specific metrics based on Roadmap of goals complete with key performance indicators.
- Co-developed an accountability scorecard for consistent tracking and progress reporting
- Assigned a diverse array of drivers/independent goals to include a wide set of contributors to DEIA efforts

8

Commitment

Increased Industry Partnerships with DEIA-focused Organizations

- Hosted inaugural Inclusion Summit with a mix of over 100 DEIA officers from all corners of the industry including Netflix, Disney, Amazon, GLAAD, Storyline Partners, TTIE, Outfest and many other organization as well as content creators. Outcomes included:
 - Collaborative resource sharing and networking
 - Action focused connection building facilitated by ReadySet
 - Offers for future Summits for additional planning and implementation

Strategic Priorities on Deck for ————— 2023

Increase Membership Involvement Opportunities Including Volunteer Engagements and Affinity Groups

Accessible and Intuitive Communications System for Members to Connect with Governors and the Academy

Varied DEIA Learning and Training Opportunities as well as DEIA Resources Accessible to Members

In-Person Inclusion Summits Twice A Year at the Television Academy Campus