



Women's Media Center 2023 Report Gender & Non-Acting Primetime Emmy Nominations



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THE WOMEN'S MEDIA CENTER WORKS TO MAKE WOMEN VISIBLE AND POWERFUL IN THE MEDIA

Founded in 2005 by Jane Fonda, Robin Morgan, and Gloria Steinem, the WMC is an inclusive and feminist organization that works to ensure women's realities are covered and women's voices are heard.

WMC works to make women visible and powerful in the media. We do so by promoting women as decision-makers and as subjects in media; training women to be effective in media; researching and exposing sexism and racism in media; and creating original online and on-air journalism decision-making.

Our media programs that address the problems of unequal representation and misrepresentation of women in media include interconnected strategies that:

- Recruit and place diverse women experts in the media — print, broadcast, radio, internet, social media, and media leadership — through WMC SheSource.
- Train diverse women leaders to be effective in media, and increase their thought leadership through WMC Progressive Women's Voices and other customized training and leadership programs.
- Investigate, report, create, and publish original media to expand diverse women's voices and representation through WMC Features, WMC IDAR/E, WMC Climate, WMC Women Under Siege, WMC FBomb, WMC Speech Project, and our syndicated radio program and podcast, WMC Live with Robin Morgan.
- Research, document, and produce reports that highlight the status of women in U.S. media, equip activists with evidence, and create benchmarks to hold media accountable for sexist and racist coverage.
- Advocate before government officials and agencies on policies affecting women's access to media and technology, ownership of media and technology, and safe and free speech in media and technology.



Women’s Media Center 2023 Report Gender & Non-Acting Primetime Emmy Nominations

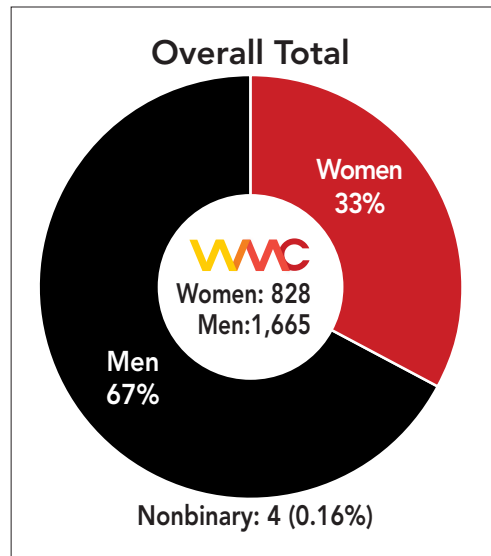
In 2023, the television industry had a major shakeup caused by the union strikes of the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) and the Writers Guild of America (WGA), with both unions fighting for livable wages, job opportunities that could be placed at risk by the use of artificial intelligence, and other rights related to fair compensation and insurance. Based on how little has changed for women in the industry, who are severely underrepresented — in terms of work opportunities and awards recognition for non-acting jobs — if a union existed for women in television’s non-acting jobs, then there would be more than enough reasons for them to go on strike. For the annual Primetime Emmy Awards, the total numbers of women who get nominations in non-acting categories have continued to hit a proverbial “glass ceiling” of below 40% every year.

The total numbers have not changed from the previous year: For the 2023 Primetime Emmy Award nominations, 33% of the non-acting nominees were women, the same percentage for the 2022 Primetime Emmy Awards. And in typically male-dominated categories, things are getting worse for women. Of the four major non-acting fields for the awards show — directing, editing, producing, and writing — three out of the four had noticeable decreases in female representation. Only one field (producing) saw a very modest increase of 3 percentage points from the previous year.

“These numbers show that the pendulum is swinging in the wrong direction,” said Julie Burton, president and CEO of the Women’s Media Center. “Women continue to demonstrate excellence in behind-the-scenes roles without the same access as men to the rewards and benefits that often come with these high-profile, career-shaping awards.”

The Academy of Television Arts and Sciences (or Television Academy), which oversees and produces the Primetime Emmy Awards, reportedly has more than 20,000 voting members within its membership of approximately 25,000. Among the membership are 30 “peer group” categories representing specific fields of expertise. The Television Academy does not report identity demographics (such as gender and race) of its members.

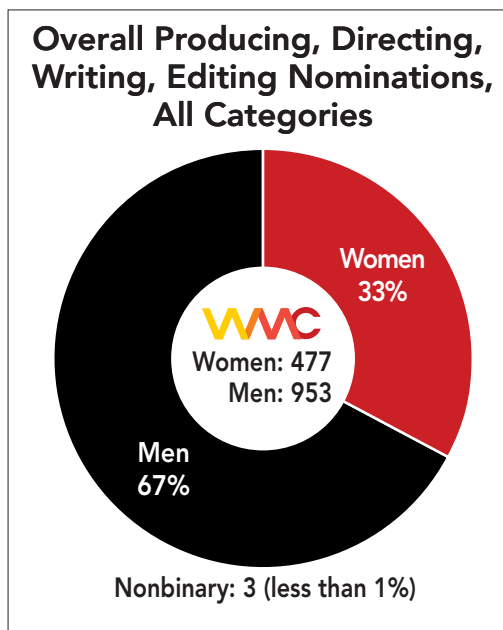
Of the 2,497 people nominated for the 2023 Primetime Emmy Awards in the 98 non-acting categories, 828 (33%) are women, 1,665 (67%) are men, and four (less than 1%) are nonbinary people. For the 2022 Primetime Emmy Awards, of the 2,357 people who were nominated for non-acting categories, 784 (33%) were women, 1,572 (67%) were men, and one (less than 1%) was a nonbinary person. Those nominee statistics make it nearly impossible for women to be at least half of the winners. In other words, men will dominate the total number of winners of the non-acting categories for the 75th annual Primetime Emmy Awards.



For the fourth consecutive year, the Primetime Emmy Awards, which include the Creative Arts Emmy Awards for technical categories, could have up to eight shows nominated per category, based on a sliding scale of eligible submitted nominations. (A nominated show can have several individual nominees.) The exceptions are the categories of Outstanding Drama Series and Outstanding Comedy Series, which have eight nominations each, regardless of the number of submissions. As the total numbers show, these increases in nominations per category have not resulted in significant percentage increases for women nominees in these categories.

In 2023, women of color are particularly underrepresented in two of the biggest non-acting categories: Outstanding Writing for a Drama Series (which has nine nominees) and Outstanding Writing for a Comedy Series (11 nominees). The two categories have something in common: All of the nominees are white, and all but two of the nominees are white men. Quinta Brunson, the showrunner of ABC's *Abbott Elementary*, won her first Primetime Emmy in 2022, for Outstanding Writing for a Comedy Series, but she did not get a nomination in the category in 2023. *Abbott Elementary* does have eight Primetime Emmy nominations in 2023, including Outstanding Comedy Series and Outstanding Lead Actress in a Comedy Series, the two categories in which Brunson is nominated for the show. She also picked up a nomination for Outstanding Guest Actress in a Comedy Series, for being a guest host on NBC's *Saturday Night Live*.

The LGBTQ shows that get the most Primetime Emmy nominations continue to be those led by and starring men, including MTV's *RuPaul's Drag Race* (seven nominations) and Netflix's *Queer Eye* (six nominations).



Male nominees continue to dominate the majority of Emmy-nominated shows in the four top non-acting Emmy fields: producing, directing, writing, and editing. In 2023, of the 1,433 nominees in these four fields, 477 (33%) are women, 953 (67%) are men, and three (less than 1%) are nonbinary. Those percentages mirror those in 2022, when the 1,386 individual nominees in these four fields consisted of 461 (33%) women, 924 (67%) men, and one (less than 1%) nonbinary person.

Of these four non-acting fields, producing and editing resulted in the highest percentage of female nominees in 2023, with 39% for producing and 31% for editing. There was a slight increase in the percentage of female nominees for producing, while editing had a percentage decrease. In 2022, 36% of the producer nominees

were women and 64% were men, while 35% of the editor nominees were women, 64% were men, and 1% were nonbinary.

The directing and writing fields had lower percentages for women in 2023, compared to the previous year. The number of women director nominees saw a slight decrease in 2023: 13%, compared to 15% in 2022. Nominated writers took an even bigger percentage plummet, with women comprising 24% of writer nominees in 2023, compared to 34% in 2022.

"The decrease in the number of women nominated as writers and directors is troubling," said WMC co-founder Jane Fonda. "We all know that writers and directors are essential to the success of any show. The television industry and academy must do a better job of considering these talented, accomplished women not only for opportunities but also for recognition."

Despite the decreasing percentages of women being nominated in certain categories, and despite underrepresentation being a persistent problem for certain groups of women, some female nominees stand out for their above-average accomplishments in 2023 Primetime Emmy nominations.

Wanda Sykes scored three nominations for two separate shows. As an executive producer/performer for her Netflix stand-up comedy special *Wanda Sykes: I'm an Entertainer*, Sykes is nominated for Outstanding Variety Special (Pre-Recorded), while her writing for the show garnered a nod for Outstanding Writing for a Variety Special. In addition, Sykes' voice role as Gladys in the Comedy Central puppet series *Crank Yankers* garnered her a nomination for Outstanding Character Voice-Over Performance. She is the first Black lesbian to be nominated in all of these Primetime Emmy categories in one year.

Also among the notable Primetime Emmy nominations for underrepresented women: Ariana DeBose, who identifies as multiracial and queer, hosted CBS's *75th Annual Tony Awards* without a script (due to the WGA strike), and she's now one of the nominees for Outstanding Variety Special (Live). Also nominated in the category is Rihanna, the Barbadian singer who is one of the nominees for Fox's *The Apple Music Super Bowl LVII Halftime Show Starring Rihanna*.

Oprah Winfrey, who is no stranger to winning awards, has two Primetime Emmy nods this year. As a host, she's one of the nominees for Netflix's *The Light We Carry: Michelle Obama and Oprah Winfrey*, nominated for Outstanding Hosted Nonfiction Series or Special. As an executive producer of Hulu's limited series *The 1619 Project*, she's among the nominees for Outstanding Documentary or Nonfiction Series.

Selena Gomez, who identifies as Mexican American, received her second consecutive Emmy nomination, for being an executive producer of Hulu's *Only Murders in the Building*, which is up for Outstanding Comedy Series. Gomez, one of the stars of the show, is one of the few Latinas who has been nominated in this category. Salma Hayek, who was born in Mexico to a Latina mother and a Lebanese father, was nominated in this category for *Ugly Betty* in 2007.

Ali Wong, who identifies as Chinese-Vietnamese American, is having a big Primetime Emmy year, thanks to being a star and an executive producer of the Netflix comedy/drama limited series *Beef*. She's nominated for Outstanding Limited or Anthology Series and Outstanding Lead Actress in a Limited or Anthology Series or Movie. Wong is also nominated for Outstanding Character Voice-Over Performance, for her role as Bertie in Adult Swim's animated series *Tuca & Bertie*.

In 2023, several programs with female-oriented storylines received Emmy nominations, but most of these shows did not have teams with gender parity or a female majority in non-acting roles. A few notable exceptions include Prime Video's *The Marvelous Mrs. Maisel*, Prime Video limited drama series *Daisy Jones & the Six*, Showtime drama series *Yellowjackets*, and Max's *A Black Lady Sketch Show*. Each of these shows garnered numerous individual nominations for women in the male-dominated field of producing. Three of these four shows have a female showrunner: Amy Sherman-Palladino for *The Marvelous Mrs. Maisel*; Robin Thede for *A Black Lady Sketch Show*; and Ashley Lyle for *Yellowjackets*. Lyle is a co-showrunner with Bart Nickerson and Jonathan Lisco.

These numbers indicate that the shows with the largest percentages of female producers who get Primetime Emmy nominations are shows that have women as the main protagonists. This is in contrast to the large percentage of male producers who get nominated for shows centered on protagonists of various genders. It seems that in the uphill battle of women being underrepresented in Primetime Emmy nominations, the barriers aren't only in the percentages of women who get nominated but also in the types of shows in which women

are allowed to thrive in non-acting categories. And the problem cannot be fully resolved if women feel that their best chance of winning a Primetime Emmy is to work only on shows focused on women, while men get more flexibility.

The 75th annual Primetime Emmy Awards had originally been scheduled to take place on September 18, 2023. The Creative Arts Emmy Awards (for technical categories) had been set for September 9 and September 10, 2023. Due to the SAG-AFTRA and WGA strikes, both ceremonies were rescheduled. The 75th annual Primetime Emmy Awards will now take place on January 15, 2024, and will be televised on Fox. The companion Creative Arts Emmy Awards will be presented on January 6 and January 7, 2024. The two-part Creative Arts Emmy Awards ceremony will be streamed live on Emmys.com. FXX will televise highlights of the Creative Arts Emmy Awards on January 13, 2024. The Primetime Emmy Awards and Creative Arts Emmy Awards that are taking place in January 2024 will be held at the Peacock Theater at L.A. Live.

PRODUCING (18 categories)

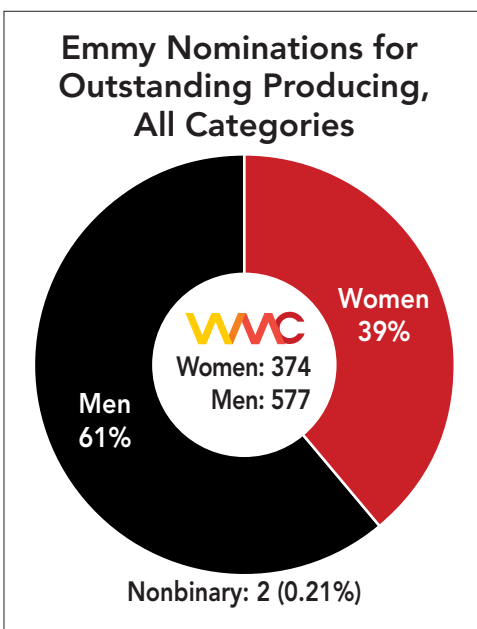
Of the four biggest non-acting fields (producing, directing, writing, and editing), producing continues to be the one where women have the highest percentage of Primetime Emmy nominations. This year had slight gains in the number of women nominated as producers: Out of the 953 people nominated as producers, 374 (39%) are women and two are nonbinary (less than 1%), while 577 (61%) are men. This is a small percentage increase from 2022, when out of the 944 people nominated as producers, 344 (36%) were women, and 600 (64%) were men. Outstanding Short Form Animated Program, an award that went to producers, has been eliminated from the Primetime Emmys.

In the category of Outstanding Drama Series, female representation had a small percentage uptick. Of the 89 nominees, 35 (39%) are women, while 54 (61%) are men. That's compared to 2022, when 35 (38%) of the 93 producer nominees were women, while 58 (62%) were men. Six of the eight nominated programs in 2023 have male-majority teams of nominees (AMC's *Better Call Saul*; HBO's *Succession*; Netflix's *The Crown*; and Max's *The Last of Us*, *House of the Dragon*, and *The White Lotus*).

Only two nominated programs in this category have reached gender parity or have a female majority: Disney+'s *Andor* (four out of the eight nominated producers, or 50%, are women) and *Yellowjackets*, which has women comprising eight (67%) of the 12 nominated producers.

The category of Outstanding Comedy Series has much lower female representation this year: Out of the 90 nominated producers, 27 (30%) are women, while 63 (70%) are men. That's a decrease of women from 2022, when of the 81 nominated producers, 30 (37%) were women, while 51 (63%) were men. Six of the category's eight nominated shows in 2023 have a male-majority team of nominated producers: *Abbott Elementary*, Hulu's *The Bear*, Freevee's *Jury Duty*, *Only Murders in the Building*, Apple TV+'s *Ted Lasso*, and Netflix's *Wednesday*.

The category has only two comedy series with gender parity for its nominated producers. Max's *Barry* has three women (50%) among the show's six nominated producers, and *The Marvelous Mrs. Maisel* has five women (50%) out of the show's 10 nominated producers.



The category of Outstanding Limited or Anthology Series has among the best percentages for female representation. Only two out of the five nominated shows in 2023 have male-majority producer teams: *Beef* and Netflix's *Dahmer — Monster: The Jeffrey Dahmer Story*. By contrast, *Daisy Jones & the Six* has 13 women (65%) among the show's 20 producer nominees, FX's *Fleishman Is in Trouble* has eight women (80%) among the show's 10 nominated producers. Disney+'s *Obi-Wan Kenobi* has four women (57%) in its group of seven nominated producers.

Documentary/nonfiction categories are where women often have among the highest percentages of producer nominations. That pattern continued this year. In 2023, the category of Exceptional Merit in Documentary Filmmaking has the highest percentage of women nominees, for a producer category: Of the 12 people nominated, six (50%) are women. They are Paula Eiselt and Tonya Lewis Lee of Hulu's *Aftershock*; Ondi Timoner of Paramount+'s *Last Flight Home*, a nomination that Timoner shares with David Turner; and Sigrid Dyekjær, Lizzie Gillett, and Txai Suruí of National Geographic Channel's *The Territory*, a nomination they share with Alex Pritz, Darren Aronofsky, Gabriel Uchida, and Will N. Miller.

In the category of Outstanding Scripted Variety Series (formerly known as Outstanding Variety Sketch Series), the percentage of female nominees stayed the same. Of the 36 nominees in the category, 19 (53%) are women. In 2022, women were 11 (52%) of the 21 nominees in this category. Two of the three shows nominated in this category have female-majority teams of nominated producers. *A Black Lady Sketch Show* (which had its series finale in 2023) has eight women (69%) among its 13 nominated producers. Max's *Last Week Tonight With John Oliver* has nine women (56%) out of the show's 16 nominated producers. The other nominated show in this category is *Saturday Night Live*, which has only two women (29%) among its seven nominated producers.

DIRECTING (Nine categories)

Directing continues to be an area in which it's difficult for women to reach parity. In 2023, things took a step backward for women. In all directing categories except one (Outstanding Documentary or Nonfiction Special), male nominees outnumbered female nominees. The overall numbers for women decreased in director categories. In 2023, women are 25 (13%) of the 195 director nominees, compared to 170 men (87%). That's a percentage dip from 2022, when of the 182 director nominees, 27 (15%) were women, while 155 (85%) were men.

In the category of Outstanding Directing of a Drama Series, female representation continued to decrease. In 2023, two women (29%) are among the seven nominated directors. The female director nominees in this category are Dearbhla Walsh of Apple TV+'s *Bad Sisters* and Lorene Scafaria of Max's *Succession*. In 2022, of the seven nominees for Outstanding Directing for a Drama Series, three (43%) were women. The category had gender parity (50% women) in 2021.

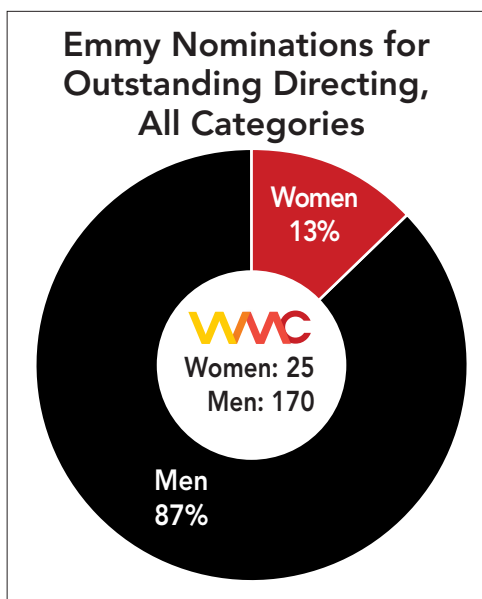
In 2023, only two women (33%) are among the six nominees for Outstanding Directing for a Comedy Series, the previously mentioned Sherman-Palladino for *The Marvelous Mrs. Maisel* and Mary Lou Belli for BET+'s *The Ms. Pat Show*. That's a contrast to 2022, when there was a rare occurrence of women directors as the majority of nominees for Outstanding Directing for a Comedy Series — women were five (71%) of the seven nominees.

In 2023, the directing category with the worst representation for women is Outstanding Directing for a Reality Program, which has no women as nominees. That's a drop from 2022, when one woman (20%) was among the five nominees. In 2023, there was minimal improvement in the category of Outstanding Directing for a Variety

Special, in which one woman (17%) is among the six nominees: Linda Mendoza of *Wanda Sykes: I'm an Entertainer*. Mendoza is the first Latina to be nominated in this category. This shows modest progress from 2022, when no women were among the category's six nominees.

There's also a very small percentage of women nominated for Outstanding Directing in a Limited Series or Anthology Series or Movie, with only one woman (14%) among the seven nominees. That sole female nominee is Valerie Faris of *Fleishman Is in Trouble*, in a nomination that she shares with Jonathan Dayton, her husband and longtime co-director. In 2022, when the category was called Outstanding Directing for a Limited Series, only one woman was nominated in that category (Francesca Gregorini of Hulu's *The Dropout*), representing 17% of the six nominees in the category that year.

The category of Outstanding Directing of a Documentary/Nonfiction Program had significant improvement for women in 2023: Five women (56%) are among the nine nominees in the category. They are Davina Pardo and Leah Wolchok of Prime Video's *Judy Blume Forever*; Lana Wilson of Hulu's *Pretty Baby: Brooke Shields*; and Lynn Novick and Sarah Botstein of PBS's *The U.S. and the Holocaust*, a nomination they share with co-director Ken Burns. This represents a notable increase from 2022, when Amy Poehler of Prime Video's *Lucy and Desi* was the only woman (comprising 14% female representation) of the seven people nominated in the category.

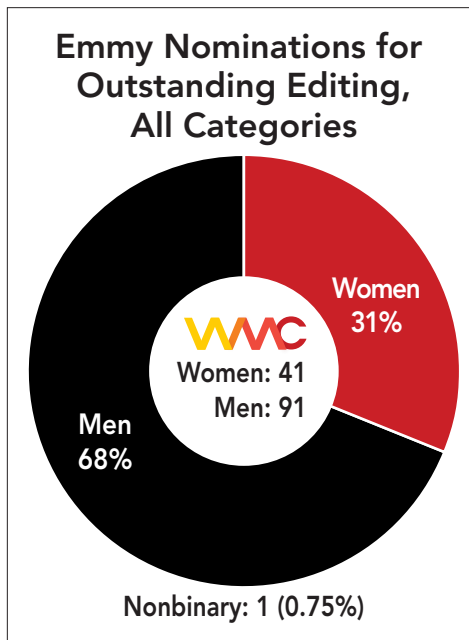


EDITING (Eight categories)

Progress for women editors took a step back in Primetime Emmy nominations in 2023. Out of the 133 nominees, 41 (31%) are women, 91 (68%) are men, and one is a nonbinary person, comprising less than 1%. That's compared to 2022, when out of the 119 editor nominees, 42 (35%) were women, 76 (64%) were men, and one person (1%) was nonbinary.

The two categories where women achieved the largest percentage of nominations in 2023 are Outstanding Picture Editing for a Limited or Anthology Series or Movie and Outstanding Single-Camera Picture Editing for a Comedy Series. They are the only editing categories in 2023 in which women are the majority of nominees.

In 2023, eight women (80%) are among the 10 nominees for Outstanding Picture Editing for a Limited or Anthology Series or Movie. They are Laura Zempel of *Beef*, Stephanie Filo of *Dahmer — Monster: the Jeffrey Dahmer Story*, Nona Khodai and Sabrina Plisco of Disney+'s *Ms. Marvel*, Angela M. Catanzaro and Claudia Castello of Hulu's *Prey*, Jamie Kennedy of The Roku Channel's *Weird: The Al Yankovic Story*, and Kelley Dixon of *Obi-Wan Kenobi*, a nomination that Dixon shares with Josh Earl.



In the category of Outstanding Single-Camera Picture Editing for a Comedy Series, six women (60%) are among the 10 nominees. The female nominees are Ali Greer of *Barry*, Joanna Naugle of *The Bear*, Peggy Tachdjian of *Only Murders in the Building*, Melissa McCoy and Francesca Castro of *Ted Lasso*, and Yana Gorskaya of FX's *What We Do In the Shadows*, a nomination that Gorskaya shares with Dane McMaster. In 2022, this category had six women (75%) out of eight nominees.

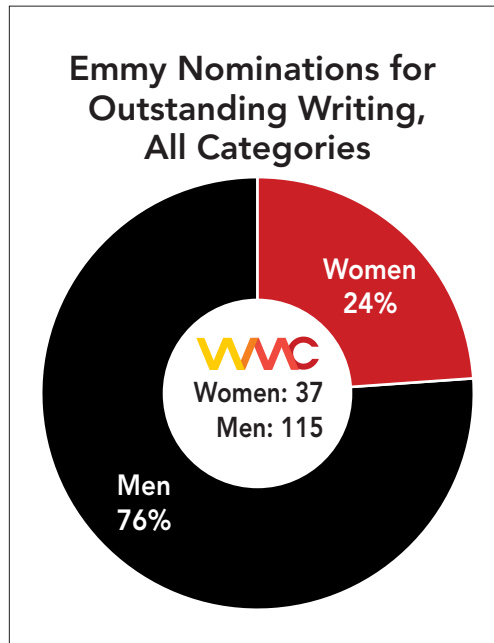
The editing category with the lowest percentage of female representation in 2023 is Outstanding Picture Editing for Unstructured Reality Program. Only two women (8%) are among the 26 nominees. The female nominees in this category are Alexandra Moore of Discovery Channel's *Deadliest Catch* and Jennifer Nelson of National Geographic Channel's *Life Below Zero*. In 2022, there were seven women (37%) out of the 19 nominees in the category.

Also worth noting is the category of Outstanding Picture Editing for Variety Programming, which was won by *A Black Lady Sketch Show*'s all-female or female-majority group of nominees in 2021 and 2022. In 2023, *A Black Lady Sketch Show* is nominated in this category again, this time again with an all-female slate of nominees Stephanie Filo, Malinda Zehner Guerra, and Taylor Joy Mason, who are among the seven women (35%) nominated in the category, which has 20 nominees. The other female nominees are Angel Gamboa Bryant of Hulu's *History of the World, Part II*, for which Filo is also nominated; and Lauren Beckett Jackson, Erin Shannon, and Catherine Trasborg of *The Daily Show With Trevor Noah*. In 2022, there were seven women (24%) among the 29 nominees — and three of those seven women also came from *A Black Lady Sketch Show*.

WRITING (Six categories)

In 2023, the percentage of women dropped an alarming 10 percentage points in writing categories, compared to 2022. Of the 152 writer nominees in 2023, there are 37 women (24%) and 115 men (76%). In 2022, out of the 141 nominees, 48 (34%) were women, while 93 (66%) were men.

In 2022, two writing categories achieved gender parity: Outstanding Writing for a Comedy Series and Outstanding Writing for a Limited or Anthology Series or Movie. In 2023, the category that came closest to gender parity is Outstanding Writing for a Variety Special,



where three women (37.5%) are among the eight nominees. The category's three female nominees are Carol Leifer of NBC's *Carol Burnett: 90 Years of Laughter + Love*; Wanda Sykes of *Wanda Sykes: I'm an Entertainer*; and Kate Berlant of Peacock's *Would It Kill You to Laugh? Starring Kate Berlant & John Early*, a nomination that Berlant shares with John Early and Andrew DeYoung.

In 2023, the category of Outstanding Writing for a Comedy Series had the biggest blow to female representation, compared to 2022. Only one woman (9%) is among the 11 nominees. The sole female nominee in the category is Sarah Schneider of Max's *The Other Two*. That's compared to 2022, when women were six (50%) of the 12 nominees.

The category of Outstanding Writing for a Limited or Anthology Series or Movie went from gender

parity in 2022 to massive gender inequality in 2023: Only two women (22%) are among the nine nominees in 2023. They are Taffy Brodesser-Akner of *Fleishman Is in Trouble* and Janine Nabers of Prime Video's *Swarm*, a nomination that Nabers shares with Donald Glover. In 2022, women were three (50%) of the six nominees in the category.

In 2023, female representation remained very low in the category of Outstanding Writing for a Drama Series: Only one woman (11%) is among the nine nominees. Sharon Horgan of *Bad Sisters* is the sole female nominee, sharing her nomination with Dave Finkel and Brett Baer. That female representation is not far off from 2022, when only one woman (13%) was among the eight nominees.

In the category of Outstanding Writing for a Variety Series, the percentages dropped for women: Of the 108 nominees, there are 30 women (28%) and 78 men (72%). That's compared to 2022, when of the 95 nominees, 31 women comprised 33% of the nominees. *A Black Lady Sketch Show* and its female-majority writing staff were nominated in this category in 2022, but were snubbed in this category for the show's final season in 2023. All five shows nominated in the category this year have male-majority staffs of writers and men as showrunners: Comedy Central's *The Daily Show With Trevor Noah*, *Last Week Tonight With John Oliver*, NBC's *Late Night With Seth Meyers*, CBS's *The Late Show With Stephen Colbert*, and *Saturday Night Live*.

OTHER CATEGORIES (56 categories)

In 2023, the percentage of women remained the same, compared to 2022, for nominations in non-acting categories other than producing, directing, writing, and editing. These categories are casting, choreography, cinematography, costume, emerging media, hairstyling, lighting design/direction, main title design, makeup, music, performance, production design, sound, special effects, and stunt coordination. In 2023, there are 1,064 nominees in these categories: 351 (33%) are women, 712 (67%) are men, and one is a nonbinary person (less than 1%). In 2022, there were 971 nominees in these categories, of whom 323 (33%) were women and 648 (67%) were men.

The Television Academy changed some below-the-line categories in 2023. In the cinematography field, the description “single-camera” has been dropped in the categories of Outstanding Cinematography for a Series (Half-Hour) and Outstanding Cinematography for a Series (One Hour). The previous category titled Outstanding Period Costumes has been split into two categories: Outstanding Period Costumes for a Series and Outstanding Period Costumes for a Limited or Anthology Series or Movie. Likewise, Outstanding Cotemporary Costumes has been split into two categories: Outstanding Contemporary Costumes for a Series and Outstanding Contemporary Costumes for a Limited or Anthology Series or Movie.

In the past, the Primetime Emmys had technology-oriented categories, such as Outstanding Interactive Program and Outstanding Innovation in Interactive Programming; both were eliminated in 2022. There is now a new technology-oriented category called Outstanding Emerging Media Program. Meanwhile, although TV game shows have usually been the domain of the Daytime Emmy Awards, the category Outstanding Host for a Game Show has been added to the Primetime Emmy Awards.

Almost all of the below-the-line categories continue a pattern of women being the majority of nominees as a whole in some categories, while men are most of the nominees in others. Women are at least 64% of the nominees in casting, makeup, hairstyling, and costumes. In 2022, women were at least 52% of the nominees in these categories.

Several categories continue to be male-dominated: cinematography, music, lighting design/direction, main title design, sound, special effects, and stunt coordination. Men are at least 72% of the nominees as a whole in all of these categories in 2023. In 2022, men had at least 67% of the nominations in these categories.

Production design is a category that is inching closer to gender parity, compared to other below-the-line categories. In 2023, of the 77 production design nominees, 38 (49%) are women, and 39 (51%) are men. By comparison, in 2022, of the 83 production design nominees, 38 (46%) were women, and 45 (54%) were men.

The fact that some categories are male-dominated and others female-dominated may be attributed to gender stereotypes that influence not only the people doing the hiring but also those interested in these jobs. Production design seems to be one area where gender barriers in the TV industry are breaking down, as the Primetime Emmy nominations seem to indicate. It remains to be seen whether or not other below-the-line Primetime Emmy categories will evolve to more gender parity.

CONCLUSION

When it comes to the non-acting categories for the Primetime Emmy Awards, the nominations continued to put barriers in the way of progress of women. Many categories had a decrease in female representation, while most of the categories that saw increases made only small gains. Regarding statistic changes from 2022 to 2023 for producing, directing, writing and editing, the most progress for women nominees was made in producing, which increased by only 3 percentage points, while the decreases in categories for writing (10 percentage points), editing (4 percentage points), and directing (2 percentage points) indicate that more work needs to be done in giving qualified women the same opportunities as their male counterparts. In other non-acting categories, below-the-line jobs were still firmly entrenched in gender divides.

Women of color are particularly underrepresented in two of the biggest non-acting categories: Outstanding Writing for a Drama Series and Outstanding Writing for a Comedy Series.

In the categories for producing, directing, writing, and editing, the shows that tended to get the most nominations for women are those that have female-oriented subject matter and/or have a woman as showrunner. That does not mean that women don't get hired for male-led shows, or that women may work only on female-oriented TV programs. But it's enough to show a pattern of which TV programs are more likely to have women working in male-dominated, non-acting jobs that could lead to Primetime Emmy nominations. Overall, these key four categories, which are high-profile and high-paying, are still ones where women need, and deserve, to achieve parity. The same can be said of those other categories in which women are less represented than men — women of color, even less. When all women do reach parity, their creativity, unique perspectives, and many skills can only be of great benefit to the TV industry.



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The Emmy analysis was drawn using information from Emmys.com. An individual was counted only once per category even if they were nominated multiple times in the same year for the same award. The WMC respects how people self-identify and makes every effort to ensure our report reflects gender identity accurately.

The Women's Media Center, co-founded by Jane Fonda, Robin Morgan, and Gloria Steinem, is an inclusive and feminist organization that works to raise the visibility, viability, and decision-making power of women and girls in media to ensure that their stories get told and their voices are heard. We do this by researching and monitoring media; creating and modeling original online, print, and podcast content; training women and girls to be effective in media; and promoting women experts in all fields.



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RESEARCH, REPORTS, PUBLICATIONS, AND CONTENT CHANNELS

Women's Media Center Status of Women in the U.S. Media (2021, 2019, 2018, 2017, 2015, 2014, 2013, 2012)

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WMC News and Features

<https://womensmediacenter.com/news-features>

WMC Climate

<https://womensmediacenter.com/climate>

WMC IDAR/E

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WMC FBomb

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WMC Speech Project

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WMC Live with Robin Morgan

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WMC Women Under Siege

<https://womensmediacenter.com/women-undersiege>

WMC SheSource

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