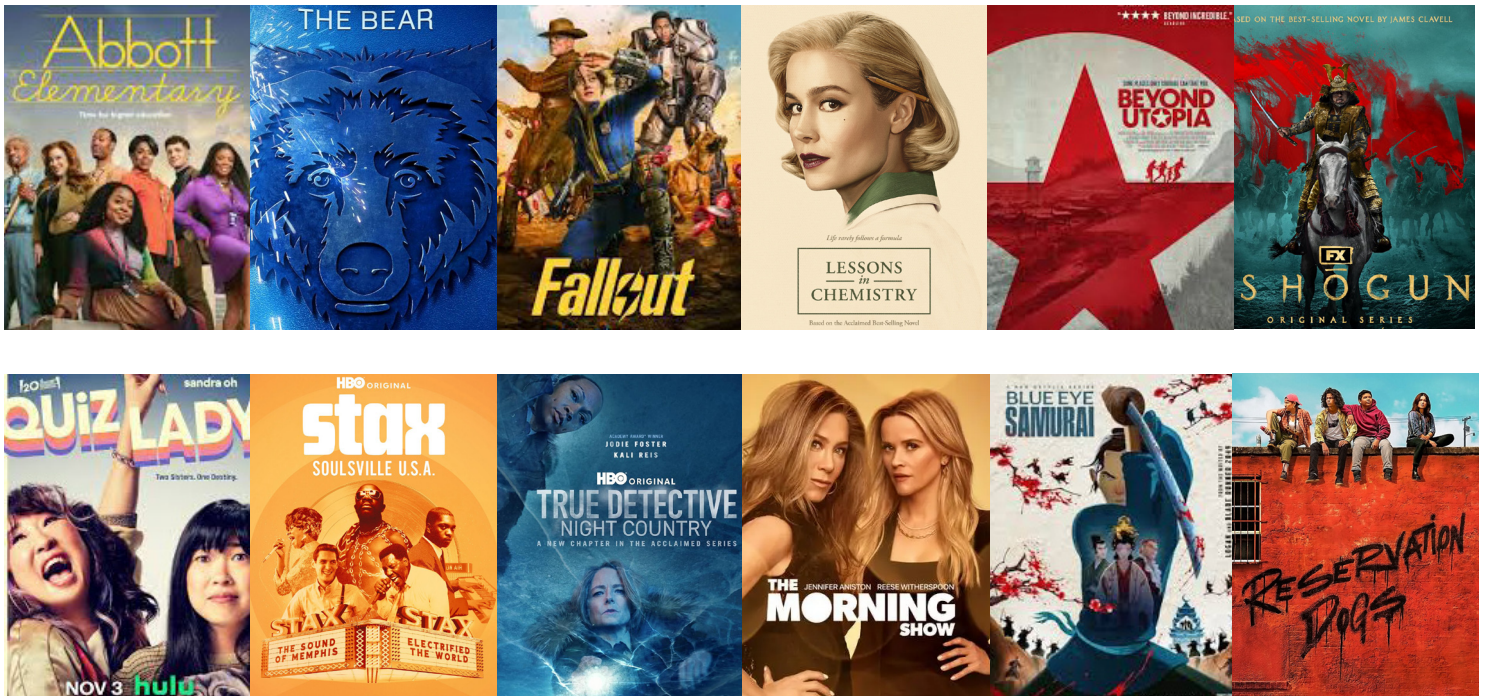




Women's Media Center 2024 Report Gender & Non-Acting Emmy Nominations



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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.

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 2024 Report

Gender & Non-Acting Primetime Emmy Nominations

The year 2024 marks an unusual situation of two Primetime Emmy Awards ceremonies taking place in the same year. But when it comes to progress for women nominees in non-acting categories, it's business as usual for the Primetime Emmys: The total percentage of women who got nominations in non-acting categories has continued to stall at below 40% every year.

The 76th annual Primetime Emmy Awards ceremony will be held on September 15 in Los Angeles. And it will be another Primetime Emmys ceremony where men are the majority of nominees in the non-acting categories and will therefore get most of the awards.

For the 2024 Primetime Emmy Awards, the total proportion of women nominees in non-acting categories increased slightly: 34% of the non-acting nominees are women, compared to 33% for the 2023 Primetime Emmy Awards. For the 2024 Awards, 2,561 people have been nominated in 102 non-acting categories. Of these nominees, 863 (34%) are women, 1,694 (66%) are men, and four (less than 1%) are nonbinary. These percentages are not much different from those for the 2023 Emmy Awards, where out of the 2,497 people who were nominated in the 98 non-acting categories, 828 (33%) were women, 1,665 (67%) were men, and four (less than 1%) were nonbinary people.

However, of the four major non-acting fields for the awards show — producing, directing, writing, and editing — three had decreases in female representation. Only one field (writing) experienced an increase of seven percentage points over the previous year. Of the 1,420 nominees in these four fields, 471 (33%) are women, 946 (67%) are men, and three (less than 1%) are nonbinary. These percentages are the same as those for 2023: Of the 1,433 nominees in these four fields, 477 (33%) were women, 953 (67%) were men, and three (less than 1%) were nonbinary.

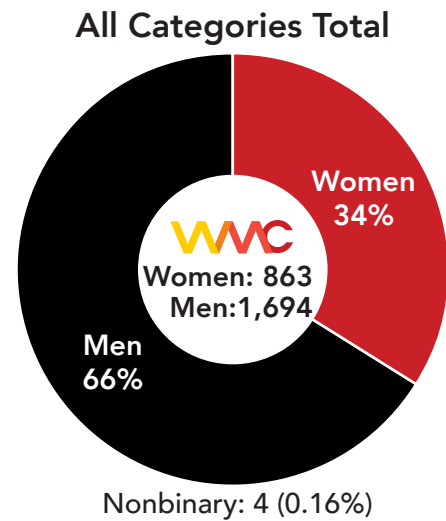
Of these four non-acting fields, producing and writing resulted in the highest percentage of female nominees in 2024, with 38% for producing and 31% for writing. There was a slight number and percentage decrease in female nominees for producing, while writing had a noticeable percentage increase. For the 2023 Awards, women were 39% of the producing nominees and 24% of the writing nominees.

The directing and editing fields have the lowest percentages for women in 2024. The number of women director nominees decreased: 11%, compared to 13% for 2023. The percentage of nominated female editors also diminished, with women comprising 27% of writer nominees, compared to 31% for the 2023 Awards.

NOTE: Because of the 2023 strikes by the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) and the Writers Guild of America, the 75th annual Primetime Emmy Awards ceremony, originally scheduled for September 18, 2023, was held on January 15, 2024. Even though the ceremony for 2023 was held in 2024, in this report that ceremony will be referred to as the 2023 Primetime Emmy Awards. The 76th annual Primetime Emmy Awards, which will be held in September 2024, will be referred to as the 2024 Awards.

“The road ahead does not look very encouraging for women in these significant, career-shaping roles,” said Julie Burton, president and CEO of the Women’s Media Center. “Women deserve an equal shot at winning these coveted awards that often determine who has access to power, status, and opportunity in Hollywood.”

For the fifth consecutive year, the Primetime Emmy Awards (which include the Creative Arts Emmy Awards for technical categories) allowed up to eight nominations per category, based on a sliding scale of eligible submitted nominations. The exceptions are the categories of Outstanding Drama Series and Outstanding Comedy Series, which have eight nominations each. This increase in nominations per category has not resulted in significant percentage increases for women being nominated. In most categories, the increase has resulted in more men getting these nominations, both in total numbers and in percentages, in each of the five years since these changes were made to the rules.



In 11 categories for the 2024 Emmy Awards, there are no women nominated at all. Women are being snubbed the most in the areas of cinematography, music, sound mixing, and stunt coordination. The categories that have no women nominees are:

- Outstanding Directing for a Reality Program
- Outstanding Cinematography for a Single-Camera Series (Half-Hour)
- Outstanding Cinematography for a Limited or Anthology Series or Movie
- Outstanding Music Composition for a Series (Original Dramatic Score)
- Outstanding Music Direction
- Outstanding Original Main Title Theme Music
- Outstanding Sound Mixing for a Limited or Anthology Series or Movie
- Outstanding Sound Mixing for a Comedy or Drama Series (Half-Hour) and Animation
- Outstanding Sound Mixing for a Reality Program
- Outstanding Stunt Coordination for Comedy Programming
- Outstanding Stunt Coordination for Drama Programming

Considering that there are several people nominated per TV show in almost all of these categories, the lack of women nominees in these categories speaks to a larger systemic issue of these shows’ hiring practices in these fields. For example, a long-running, Emmy-winning show such as CBS’s *The Amazing Race* has 18 nominees for Outstanding Sound Mixing for a Reality Program for the 76th Primetime Emmy Awards — and all of those nominees are men.

The 2023 cancellation of HBO’s Emmy-winning *A Black Lady Sketch Show*, which had a team consisting mostly of women, has left a massive void that has not been filled for women — especially women of color — to get Primetime Emmy nominations in non-acting categories. The landscape is looking very bleak for progress in female representation in non-acting categories, as there are very few women showrunners for programs that have received the most nominations.

There are some notable breakthroughs, however. Rachel Kondo, who identifies as Japanese American, is the co-creator/co-showrunner (with Justin Marks) of FX's *Shōgun*, which has the most nominations (25) for this year's Emmy Awards. Kondo has three separate nominations for *Shōgun*: As an executive producer, she is nominated for Outstanding Drama Series. As a writer, she has two nods for Outstanding Writing for a Drama Series, for co-writing the episodes "Anjin" and "Crimson Sky."

Issa López, the showrunner of HBO's *True Detective: Night Country*, is another woman of color who had a breakthrough year. López (who was born and raised in Mexico) has three individual nominations for writing, directing, and producing *True Detective: Night Country*, which has the most nominations (19 nods) of all of the ceremony's nominated limited series/miniseries.

Selena Gomez, who identifies as Mexican American, received her third 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. This year, Gomez has also been nominated for the first time in the category of Outstanding Lead Actress in a Comedy Series.

Quinta Brunson, the Emmy-winning star and showrunner of ABC's *Abbott Elementary*, continues her streak of Primetime Emmy recognition in major categories. She is one of the few Black female showrunners in Emmy history to have multiple nominations in separate years for producing, writing, and starring in a series. For the 76th Primetime Emmy Awards, Brunson is nominated again for Outstanding Comedy Series, Outstanding Writing for a Comedy Series (after being snubbed in this category in the previous Primetime Emmys), and Outstanding Lead Actress in a Comedy Series. *Abbott Elementary* has a total of nine nominations this year.

LGBTQ representation in the Primetime Emmy competition is still dominated by shows that are led by and starring men. These shows include Netflix's limited series *Ripley* (13 nominations), Netflix's limited series *Baby Reindeer* (11 nominations), FX's *Feud: Capote vs. the Swans* (10 nominations), MTV's *RuPaul's Drag Race* (eight nominations), Showtime's *Fellow Travelers* (three nominations), as well as series that received two nominations each: Netflix's *Queer Eye*, MTV's *RuPaul's Drag Race: Untucked*, and Shudder's *The Boulet Brothers' Dragula*. When shows led by and starring women from the LGBTQ community get multiple Primetime Emmy nominations, they tend to be stand-up comedy specials, as evidenced by previous Primetime Emmy nods for Wanda Sykes and Hannah Gadsby. For the 2024 Awards, Prime Video's stand-up comedy special *Tig Notaro: Hello Again* received two nominations, including a directing nod for Stephanie Allynne, who is Tig Notaro's wife.

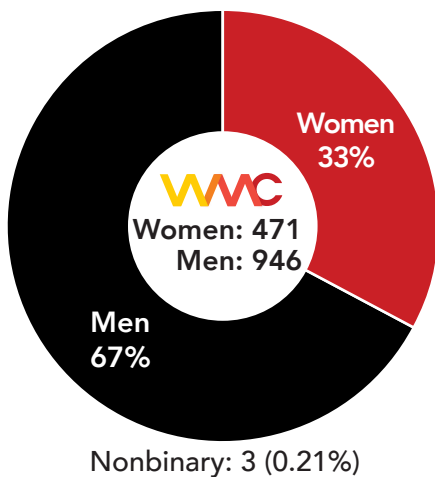
Also among the notable Primetime Emmy nominations for underrepresented women: Ariana DeBose (who identifies as multiracial and queer) scored her second consecutive Emmy nod as a Tony Awards host. She's nominated for hosting CBS's *76th Annual Tony Awards*, which is a contender for Outstanding Variety Special (Live). Keke Palmer of NBC's *Password* is another openly queer entertainer who's gotten consecutive Emmy nominations for being a host. Palmer is up for Outstanding Host for a Game Show, which she won at the 2023 Emmy Awards, making history as the first Black woman to win in this category.

Salli Richardson-Whitfield (who identifies as biracial/Black) earned nominations for two different series: As an executive producer for HBO's *The Gilded Age*, she's nominated for Outstanding Drama Series. Her other Emmy nod this year is for Outstanding Directing for a Drama Series, for directing the "Beat L.A." episode of HBO's limited series *Winning Time: The Rise of the Lakers Dynasty*.

Women who are over the age of 60 continue to be rare among showrunners whose TV programs receive multiple Primetime Emmy nominations, even though it's not unusual for men who are older than 60 to be showrunners of programs that receive several Primetime Emmy nods. Mimi Leder of the Apple TV+ drama series *The Morning Show* is one of these rare women who's an exception to this age barrier. The obstacles are even higher for women with disabilities, who are almost never showrunners for Primetime Emmy-nominated programs — and when disabled women are showrunners, these opportunities are usually for a limited series or a TV special.

All 10 of the programs with the most nominations this year have at least one woman nominated as a producer, writer, editor, or director. These shows are *Shōgun* (20 nominations in non-acting categories), FX on Hulu's Emmy-winning comedy series *The Bear* (13), *Only Murders in the Building* (14), *True Detective: Night Country* (16), Netflix's Emmy-winning drama *The Crown* (12), NBC's Emmy-winning variety series *Saturday Night Live* (13), Prime Video's sci-fi drama series *Fallout* (15), Max's comedy series *Hacks* (11), *The Morning Show* (six), and Prime Video's drama series *Mr. & Mrs. Smith* (nine).

Overall Producing, Directing, Writing, Editing Nominations, All Categories



Several scripted programs with female protagonists received Emmy nominations this year, but most of these shows did not have teams at or close to gender parity or a female majority in Emmy-nominated non-acting roles. A few notable exceptions include *True Detective: Night Country*, *Hacks*, and *The Morning Show*. Each of these shows garnered numerous individual nominations for women in the male-dominated fields of producing, directing, writing, and editing. The details can be found in the sections of this report for these respective fields.

The Academy of Television Arts and Sciences (or Television Academy), which oversees and produces the Primetime Emmy Awards, reports that it has nearly 21,000 voting members. Among the membership are 32 "peer group" categories representing specific fields of expertise. The Television Academy does not report demographics (such as gender and race) of its members.

The 76th annual Primetime Emmy Awards will be telecast live on ABC on September 15, and will be available for streaming on Hulu on September 16. The companion Creative Arts Emmy Awards will be presented on September 7 and September 8. 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 September 14. The Primetime Emmy Awards and Creative Arts Emmy Awards will both take place at the Peacock Theater at L.A. Live in Los Angeles.

PRODUCING (19 categories)

Of the four biggest non-acting fields (producing, directing, writing, and editing), producing continues to be the one in which women have the highest percentage of Primetime Emmy nominations. For the 2024 Primetime Emmy Awards, there was a small decrease in the percentage and number of women nominated as producers: Of the 973 producer nominees, 371 (38%) are women, and 602 (62%) are men. For the 2023 Awards, out of the 953 people nominated as producers, 374 (39%) were women and two (less than 1%) were nonbinary, while 577 (61%) were men.

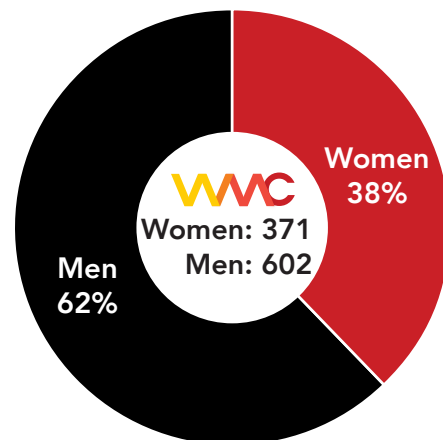
In the category of Outstanding Drama Series, female representation also had a small decline, in terms of percentages. Of the 112 people nominated in this category, 43 (38%) are women, while 69 (62%) are men. By comparison, the 2023 Awards had 89 nominees, of whom 35 (39%) were women and 54 (61%) were men. Four of this year's eight nominated programs have male-majority teams of nominees: Netflix's *The Crown*, *Mr. & Mrs. Smith*, Apple TV+'s *Slow Horses*, and Netflix's *3 Body Problem*. Four programs in this category have reached gender parity or have a female majority of nominated producers: *The Morning Show* (10 out of 18 nominated producers, or 55.5%, are women), *Fallout* (11 out of the 20 nominated producers, or 55%, are women), *Shōgun* (six out of 11 nominated producers, or 54.5%, are women), and *The Gilded Age* (five out of 10 nominated producers, or 50%, are women).

The category of Outstanding Comedy Series improved its overall representation of women nominees, but that had a lot to do with one show boosting the number of nominated women. Of the 88 nominees in the category, 32 (or 36%) are women, while 56 (or 64%) are men. Last year's Awards had 90 nominated producers, of whom 27 (or 30%) were women and 63 (or 70%) were men. Seven of the category's eight nominated shows for this year's Awards have a male-majority team of nominated producers: *Abbott Elementary*, *The Bear*, HBO's *Curb Your Enthusiasm*, *Hacks*, *Only Murders in the Building*, FX's *Reservation Dogs*, and FX's *What We Do in the Shadows*. The category has only one comedy series with a female majority of its nominated producers: Apple TV+'s *Palm Royale*, for which nine women (56%) are among the show's 16 nominated producers.

The category of Outstanding Limited or Anthology Series has had a reversal in female representation compared to last year's nominations. Only one of the five nominated shows has a female-majority producer team: Apple TV+'s *Lessons in Chemistry*, which has 13 (or 76%) women out of its 17 nominated producers. The other nominated shows in the category have male-majority producer teams: *Baby Reindeer*, FX's *Fargo*, *Ripley*, and *True Detective: Night Country*. By contrast, three out of the five nominated shows in this category for last year's Emmy Awards had female-majority producer teams.

Documentary/nonfiction categories continue to be where women have among the highest percentages of producer nominations. For the 2024 Awards, the category of Exceptional Merit in Documentary Filmmaking has the highest percentage of women nominees for a producer category: Of the 14 producers nominated, eight (57%) are women. The eight female nominees are Jana Edelbaum, Rachel Cohen, Sue Mi Terry, and Lois Vossen of PBS's *Beyond*

Emmy Nominations for Outstanding Producing, All Categories



Utopia; Michèle Stephenson of HBO's *Going to Mars: The Nikki Giovanni Project*; and Alisa Payne, Mara Brock Akil, and Susie Fitzgerald of Netflix's *Stamped From the Beginning*. It's also worth noting another documentary/nonfiction category in which women are the majority of nominees: In the category of Short Form Nonfiction or Reality Series, women are 18 (62%) of the 29 nominees.

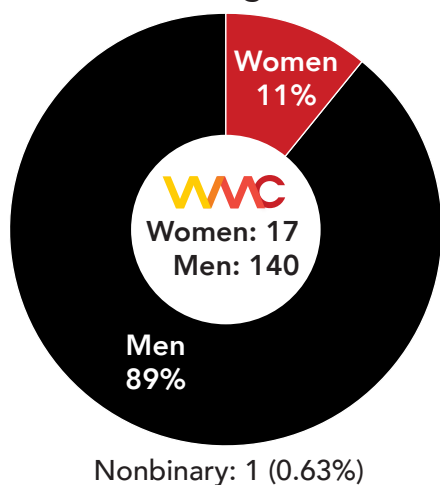
As for Outstanding Scripted Variety Series, the absence of the canceled *A Black Lady Sketch Show* (which had a female-majority producer team that was nominated consecutively in this category) has had a slight negative effect on the percentage of female nominees in the category. This year there are 24 nominated producers, of whom 12 (50%) are women. That's in comparison to the 2023 Awards, which had 36 nominees in the category, of whom 19 (53%) were women. There are only two shows nominated in the category for 2024. HBO's *Last Week Tonight With John Oliver* has 10 women (59%) out of the show's 17 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 is a category that has resisted gender parity — and things have not improved this year. For the 2024 Emmy Awards, just as for the 2023 Awards, male nominees outnumbered female nominees in all directing categories except one.

The overall percentage of women nominated in all director categories decreased. This year, of the 158 nominees, 17 (11%) are women, 140 (89%) are men, and one person (less than 1%) is nonbinary. By comparison, for the 2023 Emmys, there were 195 director nominees — 25 women (13%) and 170 men (87%).

Emmy Nominations for Outstanding Directing, All Categories



In the category of Outstanding Directing for a Drama Series, female representation had a slight percentage increase from the previous year because there were fewer men in the category, while the number of women remained the same. This year, two women (33%) were among the six nominated directors. The female director nominees in this category are Mimi Leder of *The Morning Show* and Salli Richardson-Whitfield of *Winning Time: The Rise of the Lakers Dynasty*. For the 2023 Awards, there were two (29%) women of the seven nominees in this category.

Similarly, for the category of Outstanding Directing for a Comedy Series, two women (33%) are among the six nominees: Lucia Aniello of *Hacks* and May Lou Belli of BET+'s *The Ms. Pat Show*. This is the same statistic that the category had for the 2023 Awards.

For the second time in a row, women were shut out of the Outstanding Directing for a Reality Program category. There was also no improvement in female representation in the category of Outstanding Directing for a Variety Special, where one woman (17%) is among the six nominees: Stephanie Allynne of *Tig Notaro: Hello Again*. This is the same statistic that this category had the previous year.

The category of Directing for a Limited Series or Anthology Series or Movie had significant gains in female representation. This is the only directing category that has gender parity — three (50%) out of the six nominees are women: Weronika Tofilaska of *Baby Reindeer*, Millicent Shelton of *Lessons in Chemistry*, and Issa López of *True Detective: Night Country*. By comparison, for the 2023 Awards, only one woman (14%) was among the seven nominees in this category.

The category of Outstanding Directing for a Documentary/Nonfiction Program took a giant step backward in female representation this year: There is only one woman (14%) out of the seven nominees: Amanda McBaine, co-director of Apple TV+'s *Girls State*. By contrast, in the previous year, five women (56%) were among the nine nominees in the category.

WRITING (Six categories)

There are 134 people nominated in the writing categories, consisting of 41 (31%) women, 91 (68% men), and two (1%) nonbinary people. That's a noticeable improvement from last year, when of the 152 writer nominees, there were 37 women (24%) and 115 men (76%).

Two writing categories achieved gender parity this year: Outstanding Writing for a Drama Series and Outstanding Writing for a Comedy Series.

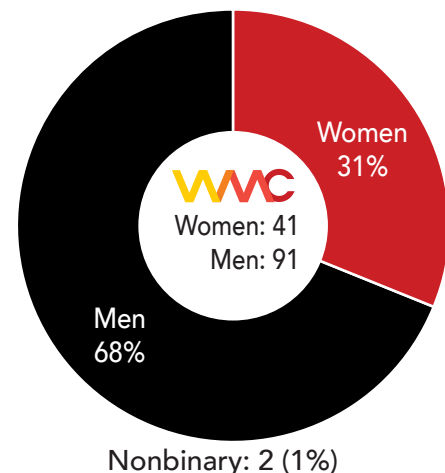
In the category of Outstanding Writing for a Drama Series, five out of the 10 nominees are women: Meriel Sheibani-Clare of *The Crown*, Geneva Robertson-Dworet of *Fallout*, Francesca Sloane of *Mr. & Mrs. Smith*, and Rachel Kondo and Caillin Puente of *Shōgun*. It should be noted that Kondo has two nominations in this category: one for co-writing the "Anji" episode with co-showrunner Justin Marks, and the other for co-writing the "Crimson Sky" episode with Puente. The gender parity in this category represents a substantial improvement over last year, when only one woman (11%) was among the nine nominees.

In the category of Outstanding Writing for a Comedy Series, six out of the 12 nominees are women: Quinta Brunson of *Abbott Elementary*, Joanna Calo of *The Bear*, Meredith Scardino of Netflix's *Girls5Eva*, Lucia Aniello and Jen Statsky of *Hacks*, and Sarah Schneider of HBO's *The Other Two*. These numbers also constitute a large increase from the 2023 Awards, when only one woman (9%) was among the 11 nominees in this category.

The category of Outstanding Writing for a Limited or Anthology Series or Movie continued on a downward spiral for female representation. Of the category's six nominees this year, only one (17%) is a woman: Issa López of *True Detective: Night Country*. That's compared to the 2023 Awards, when two women (22%) were among the nine nominees in this category. For the 74th Primetime Emmy Awards, women were three (50%) of the six nominees.

In the category of Outstanding Writing for a Variety Series, there was a slight increase in the percentage of women who were nominated: Of the 72 nominees, 21 (29%) are women, 49 (68%) are men, and two (3%) are nonbinary people. By comparison, for the 2023 Awards, there were 30 women (28%) out of the 108 nominees in this category.

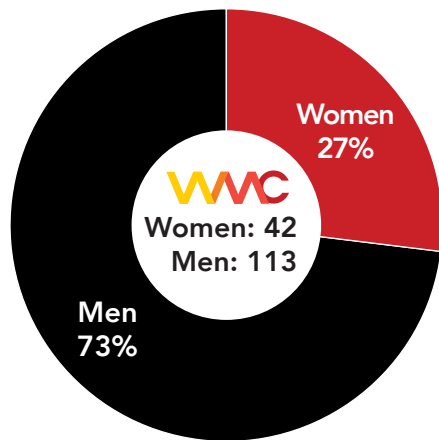
Emmy Nominations for Outstanding Writing, All Categories



EDITING (Nine categories)

A new editing category — Outstanding Picture Editing for Variety Programming (Segment) — will debut at the 76th Primetime Emmy Awards, but the introduction of a new category has not resulted in more nominations for women. In fact, female representation in editing categories is on a downward trend. Out of the 155 nominees, 42 (27%) are women and 113 (73%) are men. By contrast, for the 2023 Awards, of the 133 nominees, 41 (31%) were women, 91 (68%) were men, and one (1%) was a nonbinary person.

Emmy Nominations for Outstanding Editing, All Categories



For the 2024 Awards, the category where women achieved the largest percentage of editing nominations is Outstanding Picture Editing for a Single-Camera Comedy Series. Of the nine nominees, five (56%) are women: Joanna Naugle of *The Bear*, Jess Brunetto of *Hacks*, Shelly Westerman and Peggy Tachdjian of *Only Murders in the Building*, and Liza Cardinale of *What We Do in the Shadows*. This represents a slight dip from the 2023 Emmy Awards, when six women (60%) were among the category's 10 nominees.

Gender parity has been achieved for Outstanding Picture Editing for a Drama Series, which has four women (50%) of its eight nominees: Ali Comperchio of *Fallout*, Maria Gonzales and Aika Miyake of *Shōgun*, and Zsófia Tálás of *Slow Horses*. This is an improvement compared to the 2023 Awards, which had only three women (37.5%) out of eight nominees in this category.

But for every step forward, it seems that there are more steps backward overall for women editors. Nowhere is this decrease more evident than in the category of Outstanding Picture Editing for a Limited or Anthology Series or Movie. This is the editing category with the lowest percentage of female representation this year. Only one woman (12.5%) is among the eight nominees: Brenna Rangott of *True Detective: Night Country*. That's a big reversal from the 75th Primetime Emmy Awards, when eight women (80%) were among the 10 nominees in this category.

While women editors are thriving in Primetime Emmy nods for single-camera comedy series, the opposite seems to be true in the category of Outstanding Picture Editing for a Multi-Camera Comedy Series. This year, there's only one woman (20%) among the five nominees: Angel Gamboa Bryant of Netflix's *The Upshaws*. Gamboa Bryant has two nominations in this category: one for the "Auto Motives" episode, and one for the "Ain't Broke" episode, in a nomination shared with Brian LeCoz. For the 2023 Awards, Gamboa Bryant of *The Upshaws* and Pamela Marshall of Fox's now-canceled *Call Me Kat* were the two women (40%) of the five nominees in the category.

OTHER CATEGORIES (59 categories)

For the 76th Primetime Emmy Awards, the percentage of women remained almost the same compared to the previous year for nominations in non-acting categories other than producing, directing, writing, or editing. These other categories are in casting, choreography, cinematography, costume, emerging media, hairstyling, lighting design/direction, main title design, makeup, music, performance, production design, sound, special effects, and stunt coordination.

There were 1,141 nominees in these categories: 392 (34%) are women, 748 (66%) are men, and one (less than 1%) is a nonbinary person. For the 2023 Awards, there were 1,064 nominees in these categories: 351 (33%) were women, 712 (67%) were men, and one (less than 1%) was a nonbinary person.

Almost all the below-the-line categories continue a pattern of women being most of the nominees in some categories from year to year, while men are the majority of the nominees in other categories. Women are at least 61.5% of the nominees in casting, makeup, hairstyling, and costumes this year. Women were at least 64% of the nominees in casting, makeup, hairstyling, and costumes for the 2023 Awards.

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 63% of the nominees in all of these categories in 2024. Men were at least 72% of the nominees in all of these categories last year.

Production design is a category that men dominated for years in Primetime Emmy nominations. However, for the 76th Primetime Emmy Awards, women are the majority. Of the 83 nominees, 44 (53%) are women and 39 (47%) are men. In comparison, at the 2023 Awards, of the 77 production design nominees, 38 (49%) were women, and 39 (51%) were men.

Another breakthrough is in the category of Outstanding Emerging Media Program, which has previously been male-dominated. This year, women are five (62.5%) of the eight individual nominees, and men are three (37.5%) of these nominees. That's a big shift from last year's Awards, when there were one woman (14%) and six men (86%) of the seven individual nominees.

Choreography categories vary from year to year in terms of which gender comprises the majority of nominees. For 2024, the 11 choreography nominees consist of eight (73%) women and three (27%) men. It's a flip from the 2023 Awards, when the 11 choreography nominees consisted of four women (36%) and seven (64%) men.

Gender stereotypes could be why some categories are still male-dominated or female-dominated, but there seems to be a gradual eroding of gender segregation for these categories. It remains to be seen if women getting a majority of nominations in previously male-dominated below-the-line categories such as production design and emerging media is an anomaly for the 76th Primetime Emmy Awards, or if it will be a continuing trend. For now, women are still persistently in the minority overall in the below-the-line categories for Primetime Emmy Awards.

CONCLUSION

When it comes to the non-acting categories for the Primetime Emmy Awards, women continue to face obstacles to gender parity in the total nominations. While some 44% of the total categories (excluding new categories) showed improved representation for women, most of these gains were small; very few categories saw large increases for women. Female representation decreased or remained stagnant in the majority of categories.

The data indicates that TV shows that have women as the main protagonists are the shows with the largest percentages of women who get Primetime Emmy nominations as producers, directors, writers, and editors. Emmy-nominated men who are producers, directors, writers, and editors work on a wide variety of shows with protagonists of all genders. In other words, women's chances of getting Primetime Emmy Awards in male-dominated categories still seem to be highest when they are working on shows with female-oriented storylines. Until women are given the same opportunities as men, regardless of the gender orientation of a TV show's storylines, there will continue to be a gender imbalance in the Primetime Emmy non-acting nominations.

The Primetime Emmy Awards have long been considered the highest accolades in television. But in order for women to have the opportunities to get the "best of the best" jobs that could lead to Emmy nominations, there needs to be a fundamental dismantling of the limits that are placed on many women who want to work in areas where men have dominated for years. Progress begins with hiring more qualified women and not restricting people by gender for non-acting jobs.



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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 is an inclusive feminist organization that works to make women and girls 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.



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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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- Women of Color in U.S. News Leadership (2023)
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- Superpowering Women in Science Fiction and Superhero Film: A 10-Year Investigation (2019 — WMC in association with BBC America)
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- WMC: What Online Harassment Tells Us About Our Newsrooms: From Individuals to Institutions (2020)
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- WMC News and Features
<https://womensmediacenter.com/news-features>
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- WMC Live with Robin Morgan
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