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Television  
Academy

# 2026 Transparency Report

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**GESTUS**

# Introduction

The Television Academy is committed to being a welcoming, inclusive, and accessible community for the television industry through its programming, member benefits, and ongoing initiatives. Now in its 6th year of keeping its commitment to share DEIA progress with its members, the Television Academy presents its annual Transparency Report.

This report shares information on the demographic makeup of our membership—not to segment or check boxes, but to exemplify the diversity of excellence that makes up the Television Academy. This report also highlights key efforts the Academy has taken in the past year to expand the breadth of our growing membership, now nearly 30,000 strong.

For many of these efforts, the Academy prioritized initiatives that members directly requested or suggested through various feedback channels. The Academy highly values its members' input and engagement in its overarching mission of fostering and celebrating the talent and projects that move, inspire, and connect with millions of people across the globe.

## Television Academy 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.

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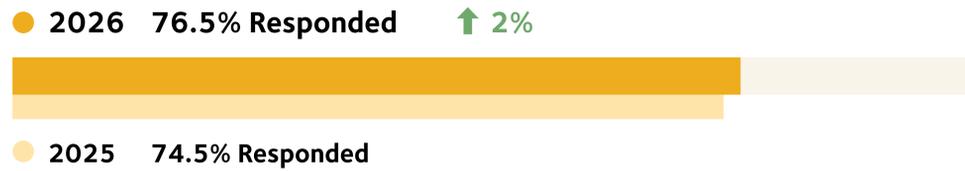
## Methodology

- All demographic reporting and analyses are based on optional self-reported optional data from the Academy’s membership database.
- No category has 100% of members reporting their data, so demographic reporting does not represent the entire membership, but does offer insights into the dimensionality of membership as it continues to grow.
- For some categories, respondents are able to choose more than one category that aligns most accurately with the intersections of their identities.
- Whenever “notable change” is mentioned, it refers to a difference of -/+5%.
- This report offers various intersectional insights where notable and/or in comparison with previous years to continuously track progress.

# Race

Differences between 2026 and 2025 race and ethnicity rates seem broadly similar. There was a notable increase in the use of last year's newly added ethnicity categories in the member portal. This seems to signal that the addition of these categories allowed members to more accurately reflect their identities within their profiles.

## Television Academy Members

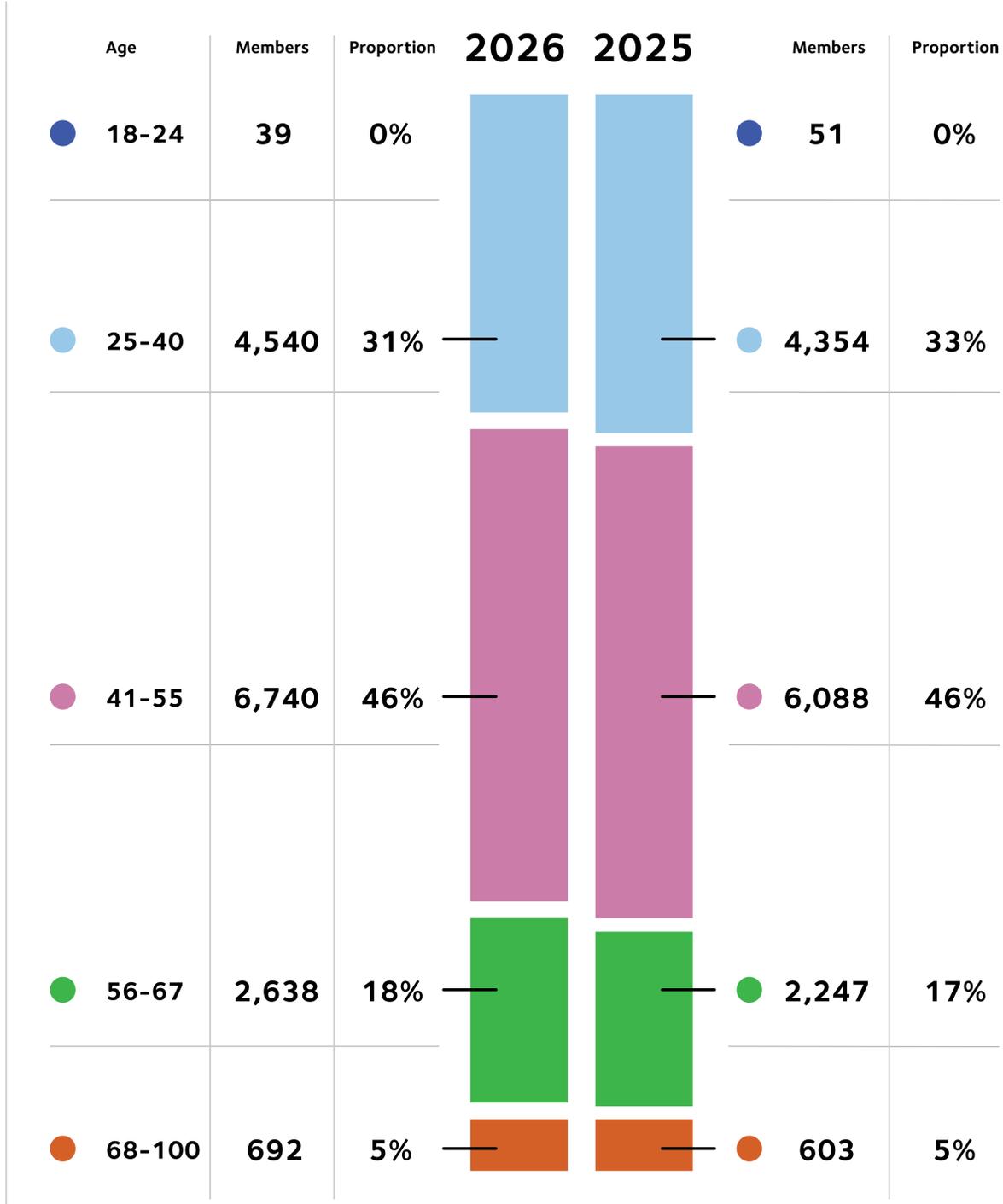
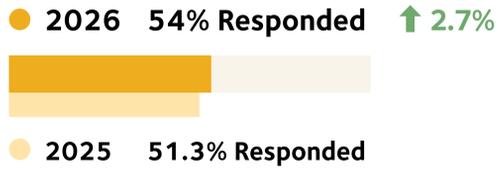


	Members	Proportion	2026	2025	Members	Proportion
White or Caucasian (non-Hispanic/non-Latinx)	13,897	67%			13,413	69.2%
Black or African American	1,910	9.2%			1,906	9.8%
Latino/Latina/Latinx or Hispanic	1,594	7.7%			1,490	7.7%
Biracial or Multiracial	1,451	7%			1,333	6.9%
East or Southeast Asian	842	4.1%			786	4.1%
Jewish	453	2.2%			151	0.8%
South Asian	242	1.2%			182	0.9%
Middle Eastern	132	0.6%			150	0.8%
Indigenous	57	0.3%			68	0.4%
African	34	0.2%			4	0.0%
Native Hawaiian or Other Pacific Islander	51	0.2%			46	0.2%
Arab	19	0.1%			4	0.0%
Armenian	28	0.1%			10	0.1%
Persian	30	0.1%			6	0.0%
West Asian	6	0.0%			2	0.0%
American Indian	3	0.0%			1	0.0%
Alaska Native	2	0.0%			1	0.0%

# Generation

There has been no notable change in reported member generational demographics over the past year.

## Television Academy Members



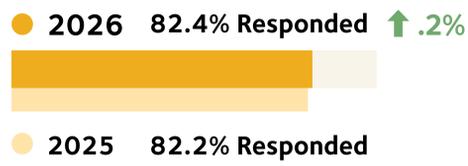
## Age x Race

Racial diversity continues to increase with younger generations of members. While the youngest generation's sample of 18-24 is much smaller than the other age brackets, the percentage of non-White members is 20% higher than members in the 25-40 generation. That percentage difference continues to increase with older generations.

# Gender & Sexuality

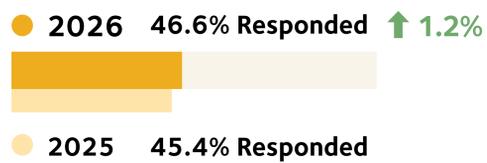
There has been no notable change in reported member gender or sexuality representation over the past year.

## Gender



	Members	Proportion	2026	2025	Members	Proportion
Man	11,800	52.8%			11,269	52.7%
Woman	10,407	46.6%			9,975	46.7%
Nonconforming/ Non-Binary	120	0.5%			119	0.6%
Transgender	44	0.2%			40	0.2%
Two-Spirit	17	0.1%			17	0.1%
Intersex	6	0.0%			9	0.0%

## Sexuality



	Members	Proportion	2026	2025	Members	Proportion
Heterosexual/ Straight	9,909	78.3%			9,187	77.8%
Gay	1,330	10.5%			1,286	10.9%
Bisexual	479	3.8%			450	3.8%
Queer	438	3.5%			418	3.5%
Lesbian	280	2.2%			248	2.1%
Pansexual	129	1%			129	1.1%
Asexual	83	0.7%			84	0.7%

## Race x Gender

Continuing from previous years, woman-identifying members are more racially diverse than man-identifying members, while non-binary and other gender-identifying members are more racially diverse, proportionally, than either of the other two groups.

## Gender x Sexual Orientation

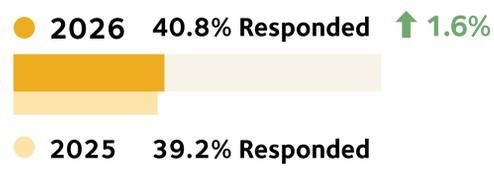
Similar to previous years, more members who identify as women also identify slightly more as straight compared to those who identify as men. While the sample of non-binary and other gender members is much smaller, they are more likely to identify as queer, pansexual or bisexual than men or women.

# Disability Status & Veteran Status

There has been no notable change from the previous year in those who report having disabilities versus those who do not and those who do report holding veteran status versus those who do not.

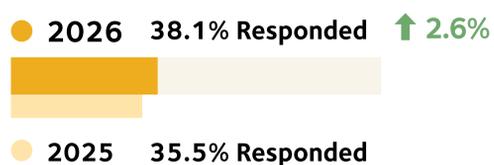
As in last year's data, with only 1.9% of members (less than half of those reporting they have a disability) reporting the categories of their disabilities, it is difficult to compare year over year due to margin of error. With this caveat, there does not seem to be any notable change.

## Disability Status



	Members	Proportion	2026	2025	Members	Proportion
<b>Disability Status</b>						
Yes	509	4.6%			481	4.7%
No	10,554	95.4%			9,705	95.3%
<b>Disability Type</b>						
Cognitive Condition and/or Neurodistinct	145	27.8%			128	26.3%
Medical Condition	137	26.2%			137	28.1%
Physical Conditions	88	16.9%			92	18.9%
Deaf or Hard of Hearing	82	15.7%			83	17.0%
Mental Health Condition	34	6.5%			8	1.6%
Blind or on the Low Vision Spectrum	20	3.8%			19	3.9%
Independent Living Condition	8	1.5%			11	2.3%
Needs Minimal to Significant Self-Care Support	8	1.5%			9	1.8%

## Veteran Status



	Members	Proportion	2026	2025	Members	Proportion
<b>Veteran Status</b>						
Not a veteran	10,098	97.8%			9,005	97.5%
Veteran not listed above	88	0.9%			93	1.0%
Active Duty, Wartime or Campaign Badge Veteran	76	0.7%			73	0.8%
Armed Forces Service Medal Veteran	35	0.3%			37	0.4%
Protected Veteran	27	0.3%			30	0.3%

# Progress Towards Commitments

The Television Academy has continued making notable progress towards its strategic DEIA goals through a variety of efforts. Highlights from this past year include:

## Structured and launched the much-requested Affinity Program:

- Planned a customized program based on multiple member group and one-on-one listening sessions. The program is founded on 4 pillars:

- |             |          |
|-------------|----------|
| 1 Community | 3 Career |
| 2 Culture   | 4 Change |

- Established 12 Affinity Groups across a variety of identities and selected leaders for each group with year-long terms. Over 2,664 members elected to join an Affinity Group. These groups include (alphabetically):

- |   |                                |
|---|--------------------------------|
| 1 AAPI                                    | 7 LGBTQIA+                     |
| 2 Black                                   | 8 Muslim/Middle Eastern/Arab   |
| 3 Disability, Accessibility, Neurodiverse | 9 Parents & Primary Caregivers |
| 4 Indigenous/Native                       | 10 Veterans                    |
| 5 Jewish                                  | 11 Women                       |
| 6 Latinidad                               | 12 65 Years+                   |

- Held leadership training workshops for new Affinity Program leaders and developed individual group strategies.

- Launched the program in November. All groups have met at least once and multiple groups have hosted additional identity-specific events.

- If you are interested in joining an Affinity Group, please click [the link here](#). You can join more than one!

## Held two (2) Inclusion Summits platforming the work of members and professionals in the industry to expand and evolve their work:

- 1 June Inclusion Summit Working Session hosted by GLAAD for inclusion practitioners and narrative change leaders.
- 2 December All-Member Inclusion Summit moderated panel, which focused on how authentic representation has evolved with the current state of the industry. The panel featured an array of influential panelists from a variety of peer groups and identities.

Released the next member-wide iteration of the A Way Forward video series to spark conversation around current inclusion practices.

Held internal Television Academy staff trainings on specific topics relevant to both their own work and member experience.

- Religious Allyship: Judaism & Islam
- Mental Health At Work

Held 18 Academy events outside of LA in Atlanta and New York.



# Upcoming Actions for 2026

The Television Academy is more energized than ever by the way DEIA has become more integrated into its day-to-day operations and program offerings. The Academy also recognizes that this work must be continuous in order to be sustainable. Based on its current strategic progress, the Academy's next actions for 2026 will include:

Partnership with



**Partnership with highly reputable accessibility consultant, Making Space, to focus on a holistic accessibility improvement plan for the Academy. Activities include:**

- A physical and digital audit of Academy spaces and platforms with recommendations for changes.
- Training for staff on accessibility best practices.
- Bespoke event accessibility/accommodations checklist for both internal use and to share with event partners.

**Dedicated staff support for a full year of Affinity Program events, initiatives, and community-building.**

**Training opportunities for member leaders to incorporate best inclusion practices.**

**Training opportunities for Academy staff that provide continuous education on relevant equity and inclusion practices, both internally with colleagues and externally with members and partners.**

As with all strategic action planning, these efforts are dynamic and will continue to evolve as the Academy develops and executes these initiatives.

# Thank You

For questions about this year's data or reporting please reach out to [\*\*jesse@gestus.org\*\*](mailto:jesse@gestus.org)

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