










FY2023 Q1 Diversity, Equity and Inclusion Update

Pillar: Supporting a Diverse Workforce

focus areas	FY2023 initiatives	update as of November 30, 2022	status
Focusing on DEI Fundamentals <i>Continuous learning and tools are in place to support a diverse workforce</i>	DEI education continues for all of Corus	<p>The following training programs are currently under development. Will be required for all employees who did not complete the modules rolled out in 2021/22, and all new hires going forward.</p> <ul style="list-style-type: none"> • Anti-Racism • DEI Fundamentals <p>Also under development, for hiring managers and the Talent Acquisition team.</p> <ul style="list-style-type: none"> • Unconscious Bias <p>All three are expected to launch by Q3.</p>	
	Continuous learning through reporting	<p>DEI Dashboard is in the data validation phase, and will include demographic information, employee turnover and promotions, and engagement and inclusion score information.</p> <p>Expected to launch in Q3 with Q2 data.</p>	
	Ongoing ERG development and engagement	<p>Seven active Employee Resource Groups (ERGs) are in place. All ERGs are represented on the Corus DEI Council.</p> <p>One potential ERG in the discussion phase, for newcomers to Canada, pending demand.</p>	
Working inclusively and equitably <i>Striving to eliminate barriers and ensure an inclusive approach to our processes.</i>	Review and revise hiring process to remove barriers and increase representation from underrepresented communities	<p>Recruiting project is underway with the following outcomes expected to support hiring from underrepresented communities:</p> <ul style="list-style-type: none"> • Q2: Targeted sourcing strategy; job posting guidelines; external partnerships aligned to sourcing strategy • Q3: Candidate Self-ID process; Unconscious Bias training • Q4: Referral program; Review of Corusent.com; Education for Hiring Managers; Revised Selection Process. 	
	Succession process with a focus on underrepresented communities	<p>Planning to scope this out in Q4.</p>	

focus areas	FY2023 initiatives	update as of November 30, 2022	status
Holding ourselves accountable <i>Ensuring we know what we are trying to achieve through ongoing improvement</i>	DEI policy alignment	Diversity, Equity and Inclusion policy has been drafted, and reviewed with the executive team.. Will be finalized in Q2. Planning to complete this work in Q3.	
	Performance metrics in place for all leaders related to DEI	Executive Leadership Team members have a portion of their annual incentive plan calculation based on assessment of their active support for implementation of our DEI action plan, as well as functional team engagement with DEI initiatives. Effective for F2023 support of DEI Action Plan is included in the personal component for all who are eligible for the short term incentive plan. Phase two will include data from the new Diversity Self-ID Form and Inclusion Index, to be completed in FY2023.	
	Recruiting targets in place	Aligning to the Canadian population, as a company and at leadership levels, is our guiding principle. The Sourcing Strategy being developed will involve setting yearly targets for the business in order to make acceptable progress annually.	
	Regular Board reporting	Monthly updates to Executive Leadership Team, and quarterly updates to Board of Directors currently in place. Next phase is to enhance those updates with a DEI Dashboard, to be presented in Q3, with Q2 data.	

Pillar: Representing Diversity in Content

focus areas	FY2023 initiatives	update as of November 30, 2022	status
In front of the camera <i>Striving for diverse and authentic representation in our content</i>	Measuring current state	Working with the Data Analytics team to develop a beta dashboard for Original Productions which will provide insight to representation in our public facing content. Within the fiscal year, objective is to have a dashboard in place for all nine business areas involved in the Content Diversity workstream.	
	Setting objectives and accountability	Once dashboards are developed, set objectives for external facing content. Expected completion by Q4, or FY2024-Q1	
Behind the camera <i>Supporting diversity and authentic representation in content by fostering a diverse and inclusive team behind the cameras.</i>	Measuring current state	Working with each business area to assess the best way to consistently track self-ID data from freelancers and external partners.	
	Setting objectives	Setting objectives for representation behind the camera.	
	Accountability and leadership	Initiatives are in place to support objectives in front of and behind the camera. These include initiatives related to production, internal governance, internal leadership and industry leadership.	

Pillar: Building a Diverse Industry

focus areas	FY2023 initiatives	update as of November 30, 2022	status
Industry commitment <i>Continuing to foster a strong and sustainable media industry.</i>	Align and collaborate with industry organizations committed to addressing gaps/ challenges in the industry	Regent Park Film Festival <ul style="list-style-type: none"> Facilitated a fireside chat with ET Canada's Carlos Bustamante, and hosted by Global News' Liem Vu Northern Canada Producer Accelerator <ul style="list-style-type: none"> Corus Original Production Executives participated in pitch sessions 	●
	Develop and support focused programs that build the talent pipeline and increase representation in our industry	OYA Black Arts Coalition is now in Year Two <ul style="list-style-type: none"> The Corus Unscripted Internship program continues Corus Original Production Executives facilitated information sessions for OYA participants Indspire scholarship for indigenous students <ul style="list-style-type: none"> 13 students supported - eight students with their full bursary request, five were also supported last year Eight students selected are going into the final year of their program Representing students from across Canada – NT, BC, AB, SK, MB, ON and NL 	●
Career starting and career building opportunities <i>Educational support and training opportunities for underrepresented communities</i>	Education: Continue to facilitate corus.Futures Scholarship Program and support educational opportunities	Working with the so.da team on a dedicated so.da scholarship opportunity to launch in February 2023	●