








FY2023 Q3 Diversity, Equity and Inclusion Update

Pillar: Supporting a Diverse Workforce

focus areas	FY2023 initiatives	update as of May 31, 2023	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 trainings 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 <ul style="list-style-type: none"> - Launching for new employees starting Q4 FY23. - Launching for remaining employees starting Q1 FY24. • DEI Fundamentals <ul style="list-style-type: none"> - Piloting in Q4 FY23. <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>Two DEI Reports have been developed:</p> <ul style="list-style-type: none"> • Current State Report: Representing the number of Corus employees per Self-ID category. (launched) • Inclusion and Employee Movement Report: Representing the demographic breakdown of hires, promotions and turnover, as well as employee engagement and inclusion indices. (to launch in Q4) 	●
	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>	●

focus areas	FY2023 initiatives	update as of May 31, 2023	status
<p>Working inclusively and equitably</p> <p><i>Striving to eliminate barriers and ensure an inclusive approach to our processes</i></p>	<p>Review and revise hiring process to remove barriers and increase representation from underrepresented communities</p>	<p>Recruiting project is underway with the following outcomes expected to support hiring from underrepresented communities:</p> <ul style="list-style-type: none"> • Completed: Job posting guidelines. • Underway: Targeted sourcing strategy; external partnerships aligned to sourcing strategy Candidate Self-ID process. • Upcoming in Q4FY23 and Q1FY24: Unconscious Bias training Referral program; Review of Corusent.com; Education for Hiring Managers; Revised Selection Process. 	
	<p>Succession process with a focus on underrepresented communities</p>	<p>Planning to scope this out in Q4FY23.</p>	
<p>Holding ourselves accountable</p> <p><i>Ensuring we know what we are trying to achieve through ongoing improvement</i></p>	<p>DEI policy alignment</p>	<p>Planning to complete this work within FY23.</p>	
	<p>Performance metrics in place for all leaders related to DEI</p>	<p>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.</p>	
	<p>Recruiting targets in place</p>	<p>Aligning to the Canadian population, as a company and at leadership levels, is our guiding principle.</p> <p>The Sourcing Strategy being developed will involve setting yearly targets for the business in order to make acceptable progress annually.</p>	
	<p>Regular Board reporting</p>	<p>Monthly updates to Executive Leadership Team, and quarterly updates to Board of Directors currently taking place.</p>	

Pillar: Representing Diversity in Content

focus areas	FY2023 initiatives	update as of May 31, 2023	status
In front of the camera <i>Striving for diverse and authentic representation in our content</i>	Measuring current state	In the final stages, working with the Data Analytics team, of developing a Beta Dashboard for Original Productions which will give representation information for our public facing content. Beginning work to develop data tracking with other content groups: Entertainment Tonight Canada, Tempo and Network Acquisitions.	
	Setting objectives and accountability	Once dashboards are developed, set objectives for externally facing content. Expected completion by Q4F23, or Q1FY24.	
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 May 31, 2023	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. Two participants have been selected for internship placements in summer/fall 2023 Hosted OYA participants for a Corus Quay tour followed by a Q&A with Manager, Original Programming, Corus, and VP, Production, Shoots 'n Leaves Media (producers of Gut Job on HGTV). 	
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	Corus.Futures Scholarship and Internship Program <ul style="list-style-type: none"> In March 2023, we added a new educational support opportunity to our Corus.Futures program kickoff and launch – the so.da. Social Marketing Scholarship and Internship Program which is focused on supporting final year post-secondary students studying Marketing, Advertising, Graphic Design, Communications and Multimedia Design. 	
	Industry: Facilitate paid internships and mentorships to build networks and provide professional support	Corus TV Broadcast Scholarship and Internship <ul style="list-style-type: none"> Facilitated internship for ET Canada (May to July 2023) - completed Susannah Therrien Radio Scholarship and Internship secured at Hamilton Radio (fall 2023). 	