




FY2024 Action Plan




Not Started	Underway	Completed
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1. Pillar: Supporting a diverse workforce			
Focus Areas	FY2024 Initiatives	Update as of Nov 30, 2023 – Q1	Status
Focusing on DEI Fundamentals <i>Continuous learning and tools are in place to support a diverse workforce</i>	DEI learning for all Corus <ul style="list-style-type: none"> Focused on DEI concepts and learning expected of all Corus employees 	<ul style="list-style-type: none"> DEI fundamentals developed, to be piloted in Q2 with DEI Council. Will be a requirement for all new hires, and available to all of Corus. 	
	Targeted DEI learning <ul style="list-style-type: none"> Targeted learnings focused on people leaders, areas of the business or topics. 	<ul style="list-style-type: none"> Unconscious bias training developed, to be piloted in Q2 with DEI Council. Disability eLearning has been made available to all People Leaders. 	
	Integrate DEI principles into existing learning and talent development <ul style="list-style-type: none"> Create strategy and action plan with timing to enhance learning and development programs to support under-represented groups. 		
Working inclusively and equitably <i>Striving to eliminate barriers and ensure an inclusive approach to our processes.</i>	Talent Attraction Workstream <ul style="list-style-type: none"> Continue to update sourcing, recruitment and selection approach to eliminate barriers and diversify our workforce. 	<ul style="list-style-type: none"> <u>LinkedIn Amplify</u> – a sourcing project to boost postings to a more diverse audience, leveraging the DEI Council <u>Candidate Self-ID</u> – currently designing the form that candidates will use for voluntary self-identification during the hiring process 	
	Leadership diversification <ul style="list-style-type: none"> Review and create plan to adapt talent review and succession planning processes and tools with a DEI lens. 	<ul style="list-style-type: none"> Kick off meeting to happen in Q2, with leadership from DEI, Talent Acquisition and the People and Culture teams. 	

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	<p>Employee Resource Groups (ERGs)</p> <ul style="list-style-type: none"> Continue to support our ERGs with a particular focus on membership and community development. 	<ul style="list-style-type: none"> Events/recognitions in Q1 included: <ul style="list-style-type: none"> A fireside chat with Clement Virgo An oral history of Orange Shirt Day Several events recognizing Latin American Heritage Month A talk by Orene Askew about Two-Spirited identities and intersectionality A fireside chat with Global Anchor Farah Nasser for International Day of the Girl A Celebration of Diwali and Bandi Chhor Divas with a panel of Corus employees A presentation the founder of Famous People Players in recognition of the International Day for People with Disabilities 	
<p>Holding ourselves accountable</p> <p><i>Ensuring we know what we are trying to achieve through ongoing improvement</i></p>	<p>Quarterly DEI Reporting and Updates</p> <ul style="list-style-type: none"> To ensure transparency and continuous improvement. Continue to report quarterly on our progress. 	<ul style="list-style-type: none"> FY23 Year in Review published internally and externally Regular DEI Reporting Suite now in place 	
	<p>Policy and Process Alignment</p> <ul style="list-style-type: none"> To ensure our internal policies support and enhance our DEI Action Plan. This will include a review of People policies in FY24. 	<ul style="list-style-type: none"> New DEI Policy completed Pay Equity Committee in place, to run throughout FY24 	

2. Pillar: Representing diversity in onscreen content

Focus Areas	FY2024 Initiatives	Update as of Nov 30, 2023 – Q1	Status
Measurement <i>Putting the tools in place to measure our progress</i>	Develop dashboards that show onscreen representation for Corus Content for each business area.	<ul style="list-style-type: none"> • <u>Completed</u>: Original Productions 2021-22 • <u>In active development</u>: Original Productions 2022-23, Corus Tempo, Network Programming and Acquisitions 	
Internal Operations <i>Putting the right supporting processes in place</i>	Process development <ul style="list-style-type: none"> • Ensuring the upstream processes are in place to support our goal of having content that is fully representative of our audiences • This will include DEI governance/committees, pitch meetings, greenlight processes and learning. 	<ul style="list-style-type: none"> • Regular DEI touchpoints established in each business area within pre-existing meetings or as standalone meetings. 	
External engagement <i>How we work with our external partners and production companies</i>	External contractors, partnerships <ul style="list-style-type: none"> • Working collaboratively with external organizations that support diversity in production. • Working closely with our production partners and external contractors to better understand and support building a diverse and inclusive production environment 	<ul style="list-style-type: none"> • Active member of the BSO (Black Screen Office) Collaborative Network 	

3. Pillar: Building a Diverse Industry

Focus Areas	FY2024 Initiatives	Update as of Nov 30, 2023 – Q1	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	Conducted membership drive for Women in Communications & Technology Engaged with OYA Black Arts Coalition regarding Corus Unscripted Internship Program / submission process.	●
	Develop and support focused programs that build the talent pipeline and increase representation in our industry	Hosted the Corus Media Management Accelerator Program at Corus Quay <ul style="list-style-type: none"> • Program is facilitated with Women in Film & Television (Toronto) and the G. Raymond Chang School of Continuing Education / Toronto Metropolitan University • Program provides screen-based media professionals with the skills needed to excel as managers and entrepreneurs. 	●
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	Community Youth Engagement Program <ul style="list-style-type: none"> • Facilitated a tour/panel with 20 students from Sheridan College/Hazel McCallion's Creative Industries Management program, many of whom are newcomers to Canada 	●
	Industry: Facilitate paid internships and mentorships to build networks and provide professional support.	Susannah Therrien Radio Scholarship and Internship <ul style="list-style-type: none"> • Facilitated internship for Rukhsar Ali with Hamilton Radio – fall 2023 	●