




## DEI Action Plan FY24 – Q2 Update

Not Started	Underway	Completed
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### 1. Pillar: Supporting a diverse workforce




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Focus Areas	FY2024 Initiatives	Update as of Q2 ( February 29, 2024)	Status
<b>Focusing on DEI Fundamentals</b>  <i>Continuous learning and tools are in place to support a diverse workforce</i>	<b>DEI Learning for all Corus</b> <ul style="list-style-type: none"> <li>Focused on DEI concepts and learning expected of all Corus employees</li> </ul>	<ul style="list-style-type: none"> <li>DEI fundamentals will be a requirement for all new hires, and available to all of Corus, starting in Q3.</li> </ul>	
	<b>Targeted DEI Learning</b> <ul style="list-style-type: none"> <li>Targeted learnings focused on People Leaders, areas of the business or topics</li> </ul>	<ul style="list-style-type: none"> <li>Unconscious bias training piloted in Q2 with DEI Council, to be rolled out in Q3.</li> <li>77 People Leaders completed the disability e-learning from the Ontario Disability Employment Network.</li> </ul>	
	<b>Integrate DEI Principles into Existing Learning and Talent Development</b> <ul style="list-style-type: none"> <li>Create strategy and action plan with timing to enhance learning and development programs to support under-represented groups</li> </ul>		
<b>Working inclusively and equitably</b>  <i>Striving to eliminate barriers and ensure an inclusive approach to our processes</i>	<b>Talent Attraction Workstream</b> <ul style="list-style-type: none"> <li>Continue to update sourcing, recruitment and selection approach to eliminate barriers and diversify our workforce</li> </ul>	<ul style="list-style-type: none"> <li><u>LinkedIn Amplify</u> – a sourcing project to boost postings to a more diverse audience, leveraging the DEI Council.</li> <li><u>Candidate Self-ID</u> – finalizing the intake form, working to ensure all privacy requirements are met.</li> </ul>	
	<b>Leadership Diversification</b> <ul style="list-style-type: none"> <li>Review and create plan to adapt talent review and succession planning processes</li> </ul>	<ul style="list-style-type: none"> <li>Workstream in place, with a working group comprised of leadership from DEI, Talent Acquisition and the People and Culture teams.</li> </ul>	

## 1. Pillar: Supporting a diverse workforce

Focus Areas	FY2024 Initiatives	Update as of Q2 ( February 29, 2024)	Status
	<p>and tools with a DEI lens</p> <p><b>Employee Resource Groups (ERGs)</b></p> <ul style="list-style-type: none"> <li>Continue to support our ERGs with a particular focus on membership and community development</li> </ul>	<p>Events/recognitions in Q2 included:</p> <ul style="list-style-type: none"> <li>Black History Month: to celebrate the legacy of the Black community, BOLD hosted 2 unique presentations – a Fireside Chat with Charmaine Crooks on Feb. 22 and a discussion panel with OYA Media Group on Feb. 29.</li> <li>Indigenous Storytelling Month: our Indigenous ERG, neechie, celebrated the month with a presentation on Indigenous Representation in the media, presented by award-winning author, David Robertson.</li> </ul>	
<p><b>Holding ourselves accountable</b></p> <p><i>Ensuring we know what we are trying to achieve through ongoing improvement</i></p>	<p><b>Quarterly DEI Reporting and Updates</b></p> <ul style="list-style-type: none"> <li>To ensure transparency and continuous improvement - continue to report quarterly on our progress</li> </ul>	<ul style="list-style-type: none"> <li>Regular DEI Reporting Suite now in place.</li> </ul>	
	<p><b>Policy and Process Alignment</b></p> <ul style="list-style-type: none"> <li>To ensure our internal policies support and enhance our DEI Action Plan - this will include a review of People policies in FY24</li> </ul>	<ul style="list-style-type: none"> <li>New DEI Policy implemented.</li> <li>Pay Equity Committee in place, to run throughout FY24.</li> </ul>	



## 2. Pillar: Representing diversity in onscreen content

Focus Areas	FY2024 Initiatives	Update as of Q2 ( February 29, 2024)	Status
<b>Measurement</b> <i>Putting the tools in place to measure our progress</i>	<b>Develop dashboards that show onscreen representation for Corus Content for each business area</b>	<ul style="list-style-type: none"> <li>• <u>Completed</u>: Original Productions 2021-22.</li> <li>• <u>In active development</u>: Original Productions 2022-23, Corus Tempo, Network Programming and Acquisitions.</li> </ul>	
<b>Internal Operations</b> <i>Putting the right supporting processes in place</i>	<b>Process Development</b> <ul style="list-style-type: none"> <li>• Ensuring the upstream processes are in place to support our goal of having content that is fully representative of our audiences</li> <li>• This will include DEI governance/committees, pitch meetings, greenlight processes and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Regular DEI touchpoints established in each business area within pre-existing meetings or as standalone meetings.</li> </ul>	
<b>External Engagement</b> <i>How we work with our external partners and production companies</i>	<b>External Contractors, Partnerships</b> <ul style="list-style-type: none"> <li>• Working collaboratively with external organizations that support diversity in production</li> <li>• Working closely with our production partners and external contractors to better understand and support building a diverse and inclusive production environment</li> </ul>	<ul style="list-style-type: none"> <li>• Active member of the BSO (Black Screen Office) Collaborative Network.</li> </ul>	

### 3. Pillar: Building a Diverse Industry

Focus Areas	FY2024 Initiatives	Update as of Q2 (February 29, 2024)	Status
<p><b>Industry Commitment</b></p> <p><i>Continuing to foster a strong and sustainable media industry</i></p>	<p><b>Align and collaborate with industry organizations committed to addressing gaps/challenges in the industry</b></p>	<p>Women in Communications and Technology</p> <ul style="list-style-type: none"> <li>Selected 12 female-identifying Corus team members to participate in WCT's Change Agent Program.</li> </ul> <p>OYA Emerging Filmmaker's Program</p> <ul style="list-style-type: none"> <li>Facilitated an Original Programming information session for OYA 2024/25 co-hort.</li> <li>Facilitated a Corus Quay tour and panel session with Corus' Manager, Original Content and EP/Showrunner of <i>Top Chef Canada</i>.</li> <li><i>Corus Unscripted Internship Program</i> candidate submission review for four internship opportunities (<i>Big Brother Canada</i> and <i>Top Chef Canada</i>).</li> </ul> <p>Plan International Canada</p> <ul style="list-style-type: none"> <li>Initiated discussions with Plan regarding Corus participation in their <i>Girls Belong Here Program – Seat Share and Innovation Hub</i>.</li> </ul>	<p>●</p> <p>●</p> <p>●</p>
	<p><b>Develop and support focused programs that build the talent pipeline and increase representation in our industry</b></p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> <li>F24 Corus.Futures kick-off prep for launch.</li> </ul>	<p>●</p>
<p><b>Career starting and career building opportunities</b></p> <p><i>Educational support and training opportunities for underrepresented communities</i></p>	<p><b>Education: Continue to facilitate Corus.Futures Scholarship Program and support educational opportunities</b></p>	<p>Community Youth Engagement Program</p> <ul style="list-style-type: none"> <li>Facilitated a tour/panel with 45 students from Neil McNeil High School with a focus on technical roles at Corus.</li> </ul>	<p>●</p>
	<p><b>Industry: Facilitate paid internships and mentorships to build networks and provide professional support</b></p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> <li>Engaged with the F23 scholarship recipients about their spring 2024 internship placements at Corus Radio Calgary and <i>The Morning Show</i> in Toronto.</li> </ul>	<p>●</p>