














FY2024 DEI Action Plan – Status Report


Not Started 	Underway 	Completed 
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Pillar: Supporting a diverse workforce			
Focus Areas	FY2024 Initiatives	Updated as of August 2024	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"> Explore ways that elements of DEI Fundamentals could be shared with new hires Working with the Talent and Attraction team to revise the New Hire Onboarding and New Leader Onboarding process 	
	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 piloted in Q2 with DEI Council. Anti-Racism Fundamentals will now be offered bi-monthly for new hires to complete within the first 3 months of starting at Corus. 	
	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> – Sourcing project to boost postings to a more diverse audience, leveraging the DEI Council. <u>Candidate Self-ID</u> – Completed and placed into the application process for job postings. Reports on the data collected will be included in the quarterly DEI report. 	
	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"> Workstream in place, with a working group comprised of leadership from DEI, Talent Acquisition and the People and Culture teams. 	

Pillar: Supporting a diverse workforce

Focus Areas	FY2024 Initiatives	Updated as of August 2024	Status
	Employee Resource Groups (ERGs) <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"> Establishing leaders to fill Executive Sponsor vacancies 	
Holding ourselves accountable <i>Ensuring we know what we are trying to achieve through ongoing improvement</i>	Quarterly DEI Reporting and Updates <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"> Regular DEI Reporting Suite now in place 	
	Policy and Process Alignment <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 and being reviewed before distributing to all Corus Pay Equity Committee in place, to run throughout FY24 	

Pillar: Representing diversity in onscreen content

Focus Areas	FY2024 Initiatives	Update as of August, 2024	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 	

<p>Internal Operations <i>Putting the right supporting processes in place</i></p>	<p>Process development</p> <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. 	
<p>External engagement <i>How we work with our external partners and production companies</i></p>	<p>External contractors, partnerships</p> <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 	

Pillar: Building a Diverse Industry

<i>Focus Areas</i>	<i>FY2024 Initiatives</i>	<i>Update as of February 29, 2024</i>	<i>Status</i>
<p>Industry commitment <i>Continuing to foster a strong and sustainable media</i></p>	<p>Align and collaborate with industry organizations committed to addressing gaps/challenges in the industry</p>	<p>Women in Communications and Technology</p> <ul style="list-style-type: none"> Accepted applicants for the Opening Doors program through WCT 	

<p><i>industry.</i></p>		<p>OYA Emerging Filmmaker’s Program</p> <ul style="list-style-type: none"> Facilitated an Original Programming information session for OYA 2024/25 co-hort Facilitated a Corus Quay tour and panel session with Corus’ Manager, Original Content and EP/Showrunner of <i>Top Chef Canada</i> <i>Corus Unscripted Internship Program</i> candidate submission review for four internship opportunities (<i>Big Brother Canada</i> and <i>Top Chef Canada</i>) <p>Plan International Canada</p> <ul style="list-style-type: none"> Corus hosted the 2024 Youth Leadership Celebration event at 25 Dockside Drive in June 	<p>●</p> <p>●</p>
	<p>Develop and support focused programs that build the talent pipeline and increase representation in our industry</p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> F24 Corus.Futures candidate have been reviewed and selected 	<p>●</p>
<p>Career starting and career building opportunities</p> <p><i>Educational support and training opportunities for underrepresented communities</i></p>	<p>Education: Continue to facilitate Corus.Futures Scholarship Program and support educational opportunities</p>	<p>Community Youth Engagement Program</p> <ul style="list-style-type: none"> Facilitated a tour/panel with 45 students from Neil McNeil High School with a focus on Corus roles on the technical side 	<p>●</p>
	<p>Industry: Facilitate paid internships and mentorships to build networks and provide professional support.</p>	<p>Corus.Futures Scholarship and Internship Program</p> <ul style="list-style-type: none"> Engaged with F23 recipients for spring 2024 internship placements at Corus Radio Calgary and <i>The Morning Show</i> in Toronto 	<p>●</p>