



**Annual Report to the
Canadian Radio-Television and Telecommunications Commission**

**2023 Cultural Diversity Report
Corus Entertainment Inc.**

January 30, 2024

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INTRODUCTION

Diversity, equity, and inclusion (DEI) at Corus

Corus' DEI Mission Statement: To value and actively involve the full range of what makes people unique, addressing biases and barriers to level the playing field, in order to create a strong and innovative company where amazing people thrive.



“We continuously strive towards a culture of equity and inclusion in our workplace, our content, and our industry. I love the transparent approach Corus has taken, providing quarterly updates to our DEI Action Plan, internally and externally. It is only through ongoing engagement with our people, our leadership and our audiences that we will achieve sustainable impact.”

Lenore MacAdam
Head of Diversity, Equity and Inclusion

Three pillars of the Corus DEI Action Plan

Our commitment to DEI — as an employer and a media and content creator — is clear. We have built a purposeful, comprehensive DEI Action Plan that aims to support DEI in all areas of our business, our content and our industry partnerships. Our DEI Action Plan is structured around the following three focus areas, and our progress against the plan is shared both externally and internally every quarter.



Supporting a Diverse Workplace: Strive for a diverse, equitable and inclusive workplace - a place where everyone has opportunities to thrive, create and explore their potential.



Building a Diverse Industry: Diversify the media and entertainment industry, supporting the talent of historically underrepresented creators and expanding access to opportunities in our sector.



Representing Diversity in Content: Foster content and content creators that reflect the diversity of our audiences.

We continually assess, review, listen and learn to understand where we can do more and better — where we can introduce new initiatives, enhance existing processes and measure our progress.

Awards and Recognition

In 2023, Corus was honoured to be recognized for our efforts to create a positive, inclusive work environment that drives performance while embracing the talent and potential of our people. We welcome this acknowledgement and strive to create an even more equitable and dynamic workplace in the years to come.

Employment Equity Achievement Awards (2023) Corus received the recognition for Outstanding Commitment to Employment Equity as part of the 2023 Employment Equity Achievement Awards (EEAA) for the first time. This award publicly recognizes employers for their outstanding achievement in implementing employment equity in their workplaces, under the Legislated Employment Equity Program or the Federal Contractors Program.

Greater Toronto's Top Employers (2023) Corus was recognized as one of Greater Toronto's Top Employers for exceptional human resources programs and forward-thinking workplace policies for the 11th consecutive year. The recognition is the benchmark for workplace best practices in the Toronto region.

The Globe and Mail's Report on Business Women Lead Here Benchmark (2023) Corus was recognized for having women in nearly half (47%) of all leadership roles on The Globe and Mail's Report on Business 2023 Women Lead Here list, an annual benchmark to identify the leaders in executive gender diversity in Corporate Canada. Corus has received this recognition each year since the award program began in 2020.



“Prioritizing our people’s well-being and connection anchors our commitment to create a strong, innovative and successful company where we can all thrive together. We are fully committed to building and sustaining a culture that is diverse, equitable and inclusive - one that is shaped by a strong set of values that guide our work each and every day.”

Cheryl Fullerton
Executive Vice President, People and Communications

I. CORPORATE ACCOUNTABILITY

Leadership



The CEO and the Executive Vice President, People and Communications share accountability for creating a culture of inclusion, workforce diversity and equity at Corus.



The DEI Team drives the ongoing development and implementation of the strategy. The Head of DEI reports directly to both the CEO and Executive Vice-President, People and Communications. In addition to implementing the strategy and action plan, the DEI team also provides advice to business lines about business-specific issues related to DEI.



The DEI Council oversees the Employment Equity Plan and provides business-driven insight and advice on how to bring our DEI Mission and Vision to life across Corus. The council includes representation from management, non-management, and union areas; various geographic locations; a range of groups and identities; and leaders of our Employee Resource Groups (ERGs).



The Employee Resource Groups’ (“ERGs”) primary purpose is to provide groups of employees with a formal structure within the organization to support their unique needs as they relate to personal characteristics, including visible and invisible identities. The ERGs provide an opportunity for community building, mentoring, networking, and professional development. Allies are welcome in all Corus ERGs.

2023 Highlights

Our focus in 2023, built on the foundational elements of our DEI Strategy, such as our Self-Identification form, Employee Resource Groups, Inclusion Index, and DEI education, supports a culture of equity and inclusion. We dove into the many ways that we source, attract, and select new talent, working towards building a more diverse workforce. We also developed new processes and tools for measuring and tracking our progress throughout the business. The following are the highlights for each of the three pillars of our DEI Action Plan referenced above:

1. Supporting a Diverse Workplace

Taking Workplace Measurement to a new level - new DEI Reporting Suite

In 2023, Corus developed a Diversity Dashboard based on expanded Self-identification data, and we now have a much fuller picture of our workforce, including our overall composition, hires, promotions, turnover, and employee engagement.

Representation

The table below represents gender data submitted by employees during employee profile creation/onboarding and maintained in the Human Resources Information System for benefits and other administration.

	BOARD	ELT	DIRECTOR & ABOVE	ALL EMPLOYEES
Women	42%	38%	51%	48%
Men	58%	62%	49%	52%

The table below represents data as of August 2023, collected through a confidential and voluntary self-identification form. Response rates vary with a minimum 78% employee participation (an increase of approximately 8% from 2022).

	DIRECTOR & ABOVE	ALL EMPLOYEES
Visible Minority	16.4%	21.3%
Black	2.1%	3.2%
East Asian	5.1%	4.7%
Latinx	N/A ¹	1.2%
West Asian/Middle Eastern	N/A ¹	1.0%
South Asian/Central Asian	4.2%	4.3%
South East Asian	2.1%	3.7%
Indigenous	N/A ¹	1.8%
People with Disabilities	5.5%	3.6%
2SLGBTQ+	4.6%	7.3%

¹N/A indicates too small a number to report for privacy requirements (i.e. less than 5), or zero.

Employee Resource Groups (ERGs)

In 2023, Corus' seven Employee Resource Groups (ERGs) continued to thrive. The full complement currently includes:



OUT at Corus aims to celebrate the lives and work of our 2SLGBTQ+ colleagues.



Corus Create recognizes Excellence in Asian Talent and Energy focuses on empowering Asian-identifying Corus employees.



The Women's Inclusion Network aims to be a collective voice to support and elevate the contributions of those who identify as women in the Corus community.



All Access focuses on accessibility and inclusion for persons with disabilities.



The Hispanic/Latinx Organization of Leadership and Achievement is focused on raising awareness and celebrating and empowering Hispanic and Latinx employees.



Neechie Corus focuses on creating a culturally aware, supportive, and inclusive environment at Corus for Indigenous Peoples, while amplifying the continual need for Truth and Reconciliation.



The Black Organization for Leadership and Development is focused on creating a supportive and inclusive environment at Corus in which Black-identifying employees thrive.

DEI Education

Building on the comprehensive education provided in previous years, the Corus DEI Team continues to develop and source new training and development offerings for our people, including topics such as anti-racism, disability, and unconscious bias.

DEI and Talent Attraction Workstream

The DEI and Talent Acquisition teams continue to work closely to review and enhance our sourcing, attraction, and selection processes. More information can be found in section II, RECRUITMENT, HIRING, RETENTION, AND TRAINING.

DEI Council

The Council continues to be comprised of passionate Corus employees who work across the company representing people with disabilities, women, and racialized communities, as well as Indigenous peoples. This year, representatives from our ERGs were also added to the Council. The Council meets regularly and plays an integral role in providing business-driven insight and advice on the practice of our DEI Mission and Vision.

Respect and Safety in the Workplace

Our Respect and Safety in the Workplace Policy (attached as Appendix A), together with our Code of Business Conduct Policy (attached as Appendix B) and Raising Concerns Policy (attached as Appendix C), sets out what Corus expects - and how it maintains - a safe and respectful workplace. Corus has established a dedicated Ethics and Conduct Office to receive and address workplace concerns fairly and effectively through various resolution options. The Raising Concerns Policy includes streamlined complaint reporting and resolution processes with guidance to employees on how to raise harassment, discrimination and violence, or other concerns. Corus is committed to encouraging a “speak up” culture and prohibits retaliation against anyone acting in good faith who raises concerns, participates in an investigation or helps to address concerns under the Policy.

In 2023, Corus launched new training requirements for our Respect and Safety in the Workplace Policy for Corus Leaders, recognizing the heightened role they play in upholding the Policy and creating a workplace where all Corus employees can feel safe, respected, welcomed, and supported. Ensuring all people feel safe from any form of harassment, discrimination or violence in the workplace is a key part of Corus’ commitment to being a great place to work and showing we care.

Broadcasting and Telecom Regulatory Policy

Corus is an active participant in all Canadian Association of Broadcasters’ (CAB) initiatives dealing with diversity or service to people with disabilities. Corus’ VP and Associate General Counsel, Regulatory, Privacy and Public Policy is a member of the CAB Board of Directors. Corus’ Senior Director, Regulatory Compliance and Licensing oversees our involvement in a variety of industry and social policy issues including closed captioning, described video, audio description, and other accessibility issues, including the CRTC’s Accessibility Reporting Regulations made under the Accessible Canada Act and defined in Telecom and Broadcasting Regulatory Policy CRTC 2021-215.

Corus is also a member of the Canadian Broadcast Standards Council (CBSC), a voluntary national self-regulatory organization responsible for administering the application of all broadcast codes.

Accessibility Action Plan

As part of Corus's requirements under the new federal accessibility legislation, as well as our current Ontario provincial legislation, Corus developed an Accessibility Action Plan which is available to the public at www.corusent.com.

2. Building a Diverse Industry



Corus.Futures is a unique program that includes both a scholarship and paid internship component and is designed to provide support for final year post-secondary students from underrepresented communities. The program's purpose is to build the next generation of industry creators, journalists, and leaders.



Highlights from 2023 include:

- The **so.da Social Marketing Scholarship and Internship program** was launched with a focus to build a more diverse pipeline for the next generation of social media leaders.
- **TV Broadcast Scholarship and Internship** recipient completed a three-month paid internship with ET Canada.
- **Susannah Therrien Radio Scholarship and Internship** recipient received an internship at Corus Radio Hamilton which started in October 2023.

Some of our other highlights include:

- 10 students selected for **Indspire’s Building Brighter Futures** program which provides financial support with post-secondary studies to Indigenous students.



- Confirmed Year 3 support for **OYA Black Arts Coalition** and facilitated paid internships for two participants with our production partners.
- In its second year, the **Global News Diversity Scholarship**, in partnership with the Radio Television Digital News Foundation of Canada (RTDNF), supports students from racialized communities who are enrolled in a journalism or communications program.

Community Youth Engagement Program

This new initiative launched in 2023 provides high-school and post-secondary students from underrepresented communities with exposure to Corus, our business, and our people. It provides an opportunity for students to explore career possibilities in television, radio, animation, journalism, and publishing.

The inaugural initiative was a tour and panel discussion for 15 young women from YouthLink’s “Pathways to Education Scarborough Village”.

II. RECRUITMENT, HIRING, RETENTION, AND TRAINING

Recruitment / Hiring

Corus continues to work on increasing its representation of all designated groups and remains committed to reducing access barriers at all levels. Our Board of Directors now has representation of 42% women. 17% of the Board identifies as a member of a visible minority group.

We are pleased to have several women in leadership roles at Corus, including but not limited to:

- Executive Chair of Corus’ Board of Directors
- Executive Vice President, People & Communications
- Executive Vice President and General Counsel
- Senior Vice President of Advertising Revenue
- Senior Vice President, Corus Originals and Corus Studios

Our recognition in The Globe and Mail’s 2023 list of top organizations for gender balance through their Women Lead Here program reflects this representation.

Talent Attraction and DEI Workstream

The DEI and Talent Acquisition teams continue to work closely to review and enhance our sourcing, attraction, and selection processes.

In 2023, the workstream took on initiatives including:

- Job posting guidelines for hiring managers and recruiters, to ensure the Corus is attracting as wide and diverse a set of candidates as possible. These guidelines include:
 - The use of inclusive language, including gender and disability-inclusive language.
 - The use of job requirements that are equitable, reasonable and do not create undue barriers to employment.
- Development of an unconscious bias training program, which focuses on how to identify and disrupt bias in decision making processes, including hiring.
- A sourcing strategy that focuses on our target priority areas, including a review of sourcing boards and organizations.
- Development of a Candidate Self-ID process that will give applicants the opportunity to self-identify during the recruiting process.
- A sourcing initiative that leverages our Employee Resource Groups and DEI Council members to reach a wider diversity of audiences for our job postings.

This workstream will continue through 2024, involving the DEI and Talent Acquisition Teams, and representatives from business areas.

The following hiring initiatives are ongoing:

- Hiring Managers and the Talent Attraction Team will continue to help ensure compliance with our hiring practices related to posting all jobs and conducting multiple interviews with more than one interviewer.
- Corus values its work with colleges and universities and looks to continue to offer internships and co-op placements to qualified students and, as a special measure to increase diversity, will give preference to designated group members, when skillset and experience factors are equal.
- Hiring Managers and the Talent Attraction Team will continue to review and approve all job postings.

Retention and Training

At Corus, we recognize that creating learning and development opportunities for underrepresented groups is crucial to establishing a diverse, equitable and inclusive workforce focused on retention. Some of our highlights from 2023 included:

- Providing all development program applicants the opportunity to voluntarily disclose if they are from underrepresented communities, to better understand the pipeline and help identify gaps or systemic barriers.
- Reviewing feedback from exit interviews.
- Analyzing turnover reports on a quarterly basis to determine trends and appropriate follow-up actions.

Training and education continue to be a foundational element of our DEI Strategy. Some of our key initiatives in 2023 included:

Building on the comprehensive education provided in FY22, the Corus DEI Team continues to develop, and source, new training and development offerings for our people.

- **Anti-Racism training, instructor-led:** Developed in conjunction with the DEI Team, and led by a facilitator formerly of Global News, this session is offered through Corus U, and is required for all new hires at Corus.
- **Disability eLearning:** Focused on disability awareness, this eLearning, developed by our partner ODEN (Ontario Disability Employment Network), was made available to leaders in 2023.
- **In development.** The DEI Team has developed two training programs to be piloted and rolled out in 2024.
 - **DEI Fundamentals:** An overview of DEI at Corus, and what it means to our business and culture.
 - **Unconscious Bias:** An introduction to how to recognize, and disrupt, bias in decision making processes.

DEI and Manager Training

We recognize that our managers need to receive training in workplace diversity and employment equity in order to develop a more comprehensive understanding of the statutory requirements for accommodating members of the designated groups. To better support Corus managers in this area, DEI content has also been built into existing training courses including:

- Interpersonal Communications
- Conflict Management
- Having Difficult Conversations
- Building Trust
- Emotional Intelligence
- Aspiring to Leadership

We have also commenced an ongoing review and refresh of our broader curriculum to further support a diverse, equitable, and inclusive culture.

Employee Engagement: Inclusion Index

Working with a third party, Corus distributes employee surveys quarterly to all full-time, part-time and contract employees. Our employee engagement surveys help us measure our progress on key engagement, inclusion, and well-being metrics. Our People team works with senior management to review the results and identify areas for improvement.

These quarterly surveys include an engagement index and, as of 2022, an inclusion index. Each survey solicits feedback on one of four major areas of engagement: clear direction, required resources, manager support and personal growth.

Each quarter we track inclusion against these two questions:

- I am comfortable being myself at work.
- My team has a culture in which diverse perspectives are valued.

Responses to these two questions are combined to create our new Inclusion Index. This Index will help us guide, support, and measure our progress in realizing Corus’ DEI mission.

In 2023, Corus continues to have an Inclusion Index score at par with industry benchmarks.

Questions	2023 Avg	Benchmark
Inclusion Index	79	79
I feel comfortable being myself at work.	80	80
My team has a culture in which diverse perspectives are valued.	78	77

III. MENTORSHIPS, INTERNSHIPS, AND SCHOLARSHIPS

We remain focused on developing and accelerating creators, journalists and social media marketers from underrepresented communities and working toward an equitable future in the Canadian content, news, and advertising industries.

In 2023 Corus added a new educational support opportunity to our **Corus.Futures program** - 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.

These support programs provide tuition assistance up to \$5,000, a three-month paid internship at one of our offices and mentorship with a Corus leader. Corus.Futures complements the educational support that has long been provided by Global News in supporting students pursuing journalism studies in Canada.

Other sponsorship and partnerships that support students and those starting or building a career:

- **Black Women Directors Accelerator Program:** Corus has partnered with the Directors Guild of Canada and the Black Screen Office in this newly created program that offers training and mentoring to five experienced Black women Directors culminating in the opportunity to direct an episodic TV show as a guest director.
- **Canadian Association of Black Journalists (CABJ):** Corus is a proud supporter of the CABJ, whose mandate is to advance the work of Black journalists and media professionals in Canada. Through scholarships and internships, Global News and CABJ work together to empower the next generation of journalists.
- **The Global News Diversity Scholarship,** in partnership with the Radio Television Digital News Foundation of Canada (RTDNF), supports students from racialized communities who are enrolled in a journalism or communications program.
- **OYA Black Arts Coalition (OBAC):** Corus has partnered with OBAC to facilitate the Corus Unscripted Internship Program, a newly created training, networking, and mentorship opportunity for recently graduated Black students interested in pursuing a television career in the lifestyle and factual genres. The Corus Unscripted Internship Program provided two students with an eight-week paid internship placement on a Corus-supported unscripted production in 2023.
- **Forward Together:** Corus is a founding partner of Forward Together, a movement forged out of a vision to bring companies and professional women together to share best practices and resources enabling best-in-class learning across industries. Participating companies leverage their internal resources which, when shared broadly, are used to benefit and significantly impact more women in our greater community.
- **Indspire’s Building Brighter Futures Program:** Corus funds bursaries for students who identify as Indigenous pursuing their post-secondary education within Canada and provides an internship opportunity to one student pursuing a career in media and broadcasting.
- **Journalists for Human Rights (JHR):** Global News has been a long-time supporter of JHR, Canada’s leading media development organization working to empower journalists to cover human rights stories objectively and effectively. Corus’ EVP, Broadcast Networks, is a JHR Ambassador.
- **Toronto Black Film Festival:** Global News is a proud supporter of the annual Toronto Black Film Festival “whose ambition is to encourage the development of the independent film industry and to promote more films on the reality of Black people from around the globe”.

- **University of King’s College:** Recognizing the need for diversity in newsrooms and amongst journalists, the Global News Award is given to a King’s journalism Black student with preference given to a Black Nova Scotian applicant.
- **Women in Communications & Technology (WCT):** The Corus Mentorship program is designed to help women advance to senior roles within the communications and technology professions. Corus also facilitates webinars in conjunction with WCT that focus on the value and importance of membership to its community of members.
- **Women in Film & Television-Toronto (WIFT):** The Corus Media Management Accelerator program is designed for screen-based professionals and entrepreneurs with less than five years of management experience. This program focuses on essential management principles required for future leaders.
- **Youth Media Alliance (YMA):** Corus and Nelvana Studio support the YMA and its John Rooney Creator Fund, which was established for 2SLGBTQ+ creators in the kids’ genre.

IV. COMMUNITY RELATIONS AND OUTREACH



Community engagement and giving back is an important part of Corus, grounded in our core value, Show We Care. For over two decades, we have engaged in active corporate philanthropy, working locally and nationally to make a positive difference in communities where we live and work. With our Global News and Radio offices across Canada, we are a part of our local communities and assist many non-profit organizations. We also support our team members and the wide range of interests that they personally support.

Last fiscal year, Corus teams across Canada helped raise \$50.3 million for 520 charitable organizations, lending support to many local initiatives through awareness efforts and fundraising assistance.

In 2023, we supported causes such as:

- Food insecurity programs and partnerships with local food banks across Canada.
- Anti-bullying efforts through Pink Shirt Day.
- Local children’s hospital support through radiothons and on-air awareness efforts.
- Social service support with community organizations assisting women and children, mental health and well-being, animal care, sports programs, people experiencing homelessness and youth programs.

Corus Boost!

Our signature corporate philanthropy program, Corus Boost!, is powered by Corus employees across the country. This program encourages and extends grassroots donations and volunteer efforts.

- **Corus Community Boost!:** Each year, Corus offices across the country submit charitable organizations they currently support for funding consideration. Every quarter, two local organizations receive an added boost of \$2,500 from our national corporate giving program over and above local contributions.
- **Corus Volunteer Boost!:** This program encourages employees to submit the volunteer hours they log with organizations that are meaningful to them personally. Each quarter, Corus directs a \$250 donation to 10 of these organizations.
- **Connected Community:** Launched in 2023, this is a new initiative that showcases local community events and fundraising efforts that our Corus people are personally involved with which are then shared with employees across the company. This is another way of highlighting individual community work with Corus colleagues and inspiring other employees to find ways to support their communities.

Corus' approach going forward is threefold: in front of the camera, behind the camera and leadership building programs. In summer of 2020, Corus joined other broadcasters in a commitment to use HireBIPOC as well as other resources from the diverse community to staff their productions. Corus has made these resources a condition of their development and production process with the independent production community. The Corus Original Programming team has always been very active in the industry and community to foster diverse and female voices with a focus on racialized talent development in front of and behind the camera.

Our community involvement includes participation in conferences, mentoring initiatives, and outreach to schools including:

- Academy of Canadian Cinema & Television
- All-Access
- Atlantic Film Festival Partners Conference
- BIPOC TV Showrunner Catalyst Program
- Black Screen Office
- Caribbean Tales - Creators of Color Incubator
- Canadian Media Producers Association (CMPA)
- Content Canada
- HireBIPOC
- Hot Docs
- imagineNATIVE Film + Media Arts Festival
- Indspire
- Lunenburg Doc Festival
- Northern Canada Producer Accelerator (NCPA)
- Nova Scotia Content Market
- National Screen Institute (NSI) Indigenous Producers Lab
- OYA Black Arts Coalition - Emerging Filmmakers Program
- OYA Scale Up Business Program
- Realscreen
- Reelworld
- The Big Pitch: Toronto International Film Festival (TIFF) Broadcaster/Funders Day

- TO Web Fest
- Toronto Metropolitan University, Humber College, Algonquin College, Sheridan College, Guelph University
- Whistler Film Festival
- WIFT Indigenous Writers Program
- Women in Communication & Technology
- Women in Tech Change the Face panel
- Canadian Film Centre
- CABJ virtual coffee chat series
- Nelvana's Black Write Edition talent incubator
- Jury participation in the International Emmys, Banff Rocky Awards, Canadian Screen Awards, Content London C21 Awards, Women in Film LA and more.
- WIFT Mentorship Program.

Global News BC:

- **Second year follow-up Editorial Board with members of Black communities in BC:** Six members of various Black communities across BC met virtually with eighteen Global BC/CKNW staff one year after the initial meeting to discuss changes in Global BC and CKNW's coverage of their community, and where the stations still need to grow.
- **Two Roundtable sessions with members of Indigenous communities across BC:** Members of various Indigenous communities across BC met virtually with Global BC/CKNW staff and the Network Managing Editor to conduct a working group session, reviewing stories in real time, breaking down how the story could have been better told through an Indigenous lens.
- **Third year follow-up Editorial Board with members of Asian communities across BC:** Seven members of various Asian communities across BC met virtually with sixteen Global BC/CKNW staff two years after the initial meeting to discuss changes in Global BC and CKNW's coverage of their community, and where the stations still need to grow.

Global News Calgary:

- **Conversation with Indigenous Leaders, Dr. Linda Manyguns, Rob St. Denis, and Gerald Auger:** An internal event to open the conversation and help find stories, make connections and ensure we tell stories about the community using the right language and gain understanding of some of the issues that may not be on our radar.
- **Dr. Sally Zhao, President and Chief Executive Officer and Dahlia Orcajada, Marketing and Communications Manager of The Immigrant Education Society:** A Corus internal event that touches on some of the challenges facing immigrant organizations right now when it comes to the influx of newcomers, including the lack of resources and how Albertans and Canadians can push for more support.

Global News Kingston:

- **Kingston Police, members of local media:** Discussion of various topics, including the issues surrounding policing and reporting on mental health crises, and the growing number of incidents.

Global News Maritimes:

Challenges faced by reporters covering rallies and the need to present balanced coverage: A session to discuss our efforts to represent diverse voices, including those facing housing shortages, people with disabilities and the many challenges faced by lower income families.

Global News Okanagan/Kelowna:

- **Global BC/Global Okanagan/CKNW Editorial Board:** During this session our Editorial Board members met with 6 representatives from the Black community. The discussion was around showing the Black community in everyday light, telling positive news stories, developing meaningful relationships, and having a better representation internally in our reporters, producers, writers, editors etc.

Global News Regina/Saskatoon:

- **Regina Indian Industrial School (RIIS) Commemorative Association Inc.:** Sarah Longman, RIIS Commemorative Association Inc. chair, joined us for a presentation on the Regina Indian Industrial Residential School and the importance for commemorating the National Day for Truth and Reconciliation/Orange Shirt Day.

V. NEWS PROGRAMMING

Corus' DEI Plan extends to all of its assets, including our news/talk radio stations and news programming from our local television and radio stations. At Corus, we are committed to using the power of our broadcasting assets to support and amplify important causes on a local and national level. Our corporate social responsibility mission is to be directly involved in building the strength and well-being of our people, our communities, our industry, and the environment.

The Global News Journalistic Practices and Principles situates DEI at the root of our newsgathering and storytelling. Global News is committed to diversity in both our organization and our coverage - ensuring that the stories we tell reflect our audiences, and that the decisions we make in the conduct of our business are grounded in a culture of equity and inclusion. We recognize that we have an obligation to amplify less-heard voices and we strive to include women, members of racialized communities, members of the 2SLGBTQ+ community and other underrepresented groups in our stories.

Indigenous Peoples

Corus' news departments make every effort to cover news that is pertinent to, or involving, the designated groups. In 2023, news stories in various markets relevant to Indigenous Peoples included, but were not limited to:

Global News BC:

- **National Day for Truth and Reconciliation:** In the Nass Valley, National Day for Truth and Reconciliation was celebrated with the return of a treasured icon. A totem pole has returned home to northern BC from a museum in Scotland. Global News sent a crew to Nisga'a lands to cover its arrival and the realization that there is so much more work to do.

BC Radio:

- **Homelessness Within Indigenous Community:** The Surrey Urban Indigenous Leadership Committee releases a report that shows at least 635 Indigenous people have experienced homelessness in Surrey based on figures from 2020.
- **Facility Access:** Indigenous leaders demand answers after an Indigenous cultural advisor was denied access to the bathroom during a conference at a Vancouver hotel.

Global News Calgary:

- **Calgarians Honour National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit People:** Coverage of survivors and allies gathered along Memorial Drive in Calgary to pay their respects on this special day.
- **Calgary Historic Site Creates Garden Featuring Indigenous Traditions:** Coverage of planting Indigenous roots in the ground.

Calgary Radio:

- **Sixties Scoop Walk:** Effort by survivors to heal from loss of community and culture.

Global News Edmonton:

- **Journey Towards Reconciliation:** A half hour documentary exploring progress of promised reconciliation in the months after the Pope's visit looking at how attitudes evolved, how Indigenous people feel now that the apology has been made and the attention has waned. We explore the progress, the promises and the actions actually taken.

Edmonton Radio:

- **Child Welfare System:** The Louis Bull Tribe in Maskwacis, south of Edmonton, signed a two-year 125-million-dollar deal with Ottawa to ensure jurisdiction over its child welfare system. Four other Alberta First Nations gave a notice of intent that they too want jurisdiction over child welfare.
- **Red Dress Display:** Red dresses will be on display across the country today to recognize the National Day of Awareness for Missing and Murdered Indigenous Women and Girls. A study found Indigenous women and girls are 12 times more likely to be murdered or go missing than any other group in Canada.
- **Unmarked Graves:** University of Alberta researchers say they have found evidence of 88 potential unmarked graves near a former residential school in northern Alberta.

Global News Maritimes:

- **Indigenous Seed Collection:** Efforts to collect and preserve seeds for plants/trees that are important to Indigenous people.

Global News Okanagan:

- **Turtle Island Festival:** Global Okanagan Indigenous correspondent Athena Bonneau attended the Turtle Island Festival in downtown Kelowna. A block of Kelowna's Leon Avenue transformed into a powwow for the Turtle Island Festival marking National Indigenous Peoples Day. Thousands of people both Indigenous and non-Indigenous gathered together to celebrate Indigenous culture - something that many of the elders attending thought they would never see in their lifetime.

Global News Peterborough:

- **Hiawatha, Alderville First Nation Chiefs reflect on Treaties Recognition Week:** Local First Nation Chiefs explain how treaties affected their Indigenous communities, and how that historical treatment is affecting them today.

Global News Regina:

- **Path to Reconciliation Mural:** A mural was painted in downtown Regina in honour of Indigenous History Month. The artists say the artwork will look like a beaded belt once it's finished, and anyone in the community is welcome to help work on it. The project is about reconciliation, becoming part of the community and learning to accept everyone who comes into your space without judgment.

Global News Saskatoon:

- **Indigenous Peoples Day:** Much of the 6pm News centered on the day, with openings of sound and color, a full package story, as well as five other shorter items about the events around Saskatoon.

Global News Toronto:

- **New Children’s book by Orange Shirt Day founder explains ‘Every Child Matters’ meaning:** Years before it was declared the National Day of Truth and Reconciliation, September 30th was known as Orange Shirt Day. The day was inspired by the experience of residential school survivor, Phyllis Webstad, who has now written a book and is spreading her messages throughout the GTA.

Global News Winnipeg:

- **Ally Ribbons:** A feature story on Alyssia Sutherland, who sews traditional ribbon skirts and turned this hobby into a successful Indigenous-owned business.

Winnipeg Radio:

- **First Nations Premier:** Wab Kinew is elected as Canada’s first provincial First Nations Premier.
- **Residential Schools Settlement:** First Nations leaders are voicing their support in Federal Court for a \$2.8-billion settlement agreement to a class-action residential schools lawsuit.

Persons with Disabilities

Many news stories relevant to persons with disabilities were broadcast in 2023 on Corus Television and Radio stations across the country. These included, but were not limited to:

Global News BC:

- **HandyDART Concerns:** More than a hundred HandyDART riders, family members, and caretakers came forward to speak out against a surge in TransLink’s use of private taxis to complete rides at HandyDART. Advocates say the taxi service is not trained properly and do not understand how to support people with special needs.

BC Radio:

- **National Autism Network:** The federal government announces funding to create a national Autism network in which organizations and families can give input on policy.

Global News Calgary:

- **Young Calgarian named the face for campaign launching in Times Square:** A Calgary boy has been chosen to share a message of acceptance in New York City in a campaign launching in Times Square. Kilby Swanson has Down Syndrome and will be the face of the campaign.

- **Looking to hire? A Calgary business owner urges employers not to overlook some very special employees:** As the summer hiring season approaches, a Calgary business owner is urging other company leaders to not overlook “Diverse Ability” in their hiring practices for this summer and beyond.
- **Cab driver fined, suspended after refusing service dog access in Calgary:** A Calgary restaurant and cab company are apologizing for two separate incidents that resulted in guests being denied service because of their service dogs. The report raises awareness of the role service dogs play for people with physical and mental disabilities.

Calgary Radio:

- **Inclusive Runway:** Models with disabilities at Toronto Kids Fashion Week in Calgary.

Global News Edmonton:

- **Invisible Disability Awareness:** We explored a lesser-known accessibility issue. Some people can't see another person's disability. We talked about efforts to help those dealing with invisible disabilities gain acceptance and understanding.

Edmonton Radio:

- **Stadium Crowding Impacts Accessibility:** Edmonton's Commonwealth Stadium was packed for the Heritage Classic, with some fans saying maybe a little too much. An Oilers fan with a mobility aid said people were using the wheelchair section as a conduit to their seats, describing it as an "onslaught of people"...but he doesn't blame the fans. In a statement, the City of Edmonton says the Commonwealth needs upgrades to deal with crowd control.

Global News Maritimes:

- **Café Inclusio:** Story about a café that employs people with special needs.

Global News Montréal

- **Quebecers living with disabilities voice concerns over health reform:** People living with disabilities fear services for the most vulnerable will go from bad to worse. The concern is that the proposed changes will add another layer of bureaucracy and make it harder for them to access the services they need.

Global News Okanagan

- **Jenga Kid:** Global Okanagan reported how Auldin Maxwell, the Shuswap teen with Autism, has collected five Guinness World Records in three years with his passion for stacking Jenga Blocks. Maxwell is also now collecting acting credits, with a Hallmark movie inspired by his record-breaking achievements and his life at home.

Global News Peterborough

- **Wheelchair Curling Bonspiel:** The Sticks and Stones Bonspiel is hosted in Peterborough, celebrating differently abled athletes, who shine a light on the growing sport.

Global News Toronto:

- **Toronto Transit Commission (TTC) Accountable for Missed Accessibility Deadline:** The TTC was given two decades to make all of its subway stations accessible, but two years ahead of the deadline, its CEO admitted recently it will be unable to reach the target. Now a prominent disability advocate is calling on the province to hold the transit commission accountable.

Global News Winnipeg:

- **Invictus Games Athlete:** Story about a local athlete who is learning to walk again after he was paralyzed following a tobogganing accident. That incident ended his military career but put him on a determined path to learn to walk again.

Racialized Communities

The racial and ethnic diversity of Corus' communities was well reflected in our 2023 news coverage. Examples include, but are not limited to:

Global News BC:

- **Fleetwood Racist Vandalism:** Global News highlighted a show of solidarity in Surrey's Fleetwood Park in the face of hatred and racism. The event was organized after a picnic table at the park was twice vandalized with hateful graffiti and symbols.

Global News Calgary:

- **Calgary artists 'enriching the cultural landscape' with mask exhibit:** Calgary artists are inviting people to explore the roots of the multicultural mosaic of the city. It's all about enriching the cultural landscape with a mask exhibit to show the magic behind the mask.

Calgary Radio:

- **Black History Military Museums exhibit:** Talk by reservist, Lt. Kwabena Apomah.

Global News Kingston:

- **Emancipation Day:** Interview with organizers of 'Black Block party' to celebrate Emancipation Day.

Global News Maritimes:

- **African Heritage Month:** Acknowledging the contributions of Black Nova Scotians in history, including the first and only all-Black battalion in Canadian military history.
- **Mosh Open House:** Story on new housing for African Nova Scotians who are insecurely housed or homeless.

Global News Montréal:

- **Haitian Canadian composer presents world premiere:** Haitian Canadian composer David Bontemps, in collaboration with the Orchestre classique de Montréal (OCM), presents the world premiere of his first opera, La Flambeau.

Global News Peterborough:

- **Black History Month Programming Shortage:** City of Peterborough staff were called out by the public after not planning any official activities or events to mark Black History Month.

Global News Toronto:

- **Black History Month: Representation on Toronto City Council Growing:** As Black History Month concluded, three of Toronto's newest councilors reflect on their breakthrough in growing Black representation on Toronto City Council, and the challenges ahead.

Global News Saskatoon:

- **Saskatoon Lunar New Year/Chinese Lantern Festival:** Two stories on special events for the Asian community, focusing on celebrating their traditions, and their contributions to the province.
- **EID Prayers:** Story that focused on the Muslim festival of EID, and their growing ties to the community.

Cornwall Radio:

- **Human Rights Violations:** Canada is imposing more sanctions against Iran for what it describes as gross violations of human rights. Large protests have been taking place in the country since last September when a 22-year-old woman died at the hands of the country's morality police, allegedly because her head scarf was too loose.

Edmonton Radio:

- **Black History Month:** A new stamp honors a Canadian who had a profound impact on the history of enslavement in Canada. Canada Post honored the legacy of Chloe Cooley who was an enslaved Black woman who lived in Upper Canada in the late 18th century.

London Radio:

- **Hate Crime Against Muslim Family:** A jury in Windsor, Ontario reached a decision in the landmark trial of Nathaniel Veltman, accused of deliberately running over a Muslim family in London, Ontario, in what the Crown had argued was an act of terrorism. Veltman was found guilty of four counts of first-degree murder and one count of attempted murder.

Winnipeg Radio:

- **New Inclusive Branch Name:** Girl Guides of Canada announced it's changing the name of its Brownies branch to Embers in an effort to be more inclusive.

Gender Equality and Women's Issues

Corus covered a variety of news stories related to gender equality and women's issues in 2023. These included, but were not limited to:

Global News BC:

- **Afghan Women's Education:** Global News covered the growing calls to eliminate the ban on education and work of women in Afghanistan. Activists here in BC gathered to call on Canada to do much more to end the Taliban's oppression of girls and women in the country.

BC Radio:

- **International Women's Day:** Ahead of International Women's Day, the BC government introduces new pay transparency legislation that it says aims to close the gender pay gap.

Global News Edmonton:

- **YEG Female Hockey Alliance:** Coverage on planned changes to women's hockey in Edmonton to attract more girls to the sport. We did several stories throughout the year explaining what was changing and why it makes a difference to female athletes.

Edmonton Radio:

- **Alberta will elect a woman as Premier:** For the first time in a provincial election here, both the leader of United Conservative Party and the leader of the Alberta NDP, the only two parties running enough candidates to get a win, were women.

Global News Maritimes:

- **Free Birth Control:** Atlantic Canadian activists push to get free birth control to women in the region to allow them to pursue education, work, etc. without worrying about unintended pregnancy.

Global News Montréal

- **A Tribute to the Women of Montréal’s Chinatown:** The McCord Stewart Museum is presenting “Swallowing Mountains,” an immersive exhibition made up of works created by multidisciplinary artist Karen Tam, as well as objects and photos belonging to members of Montréal’s Chinatown community. The exhibition explores the relative silence in public records and historical accounts of women in Chinatown in the 19th and 20th centuries.

Global News Regina:

- **Women In Politics:** Out of the 61 members of the legislature in Saskatchewan only 19 are women while 42 are men. Among Regina's elected city councilors, 6 are men and 5 are women. We looked at the progress women are making in politics and where there are still gaps.

Global News Toronto:

- **Empowering South Asian youth to pursue a creative path in the arts in Toronto:** Breaking the stigma behind pursuing a creative career is the goal of Parvai, a free workshop series for underserved and young South Asian women who want to grow and develop artistically.

Calgary Radio:

- **Stroke Month:** Advocate describes greater risks and worse outcomes faced by women.

London Radio:

- **Shine the Light on Women:** The 14th annual Shine the Light on Women abuse campaign focused not only on intimate partner violence, but also on the femicide experienced by missing and murdered Indigenous women, girls and two-spirit people.

Global News Winnipeg:

- **Cost of Menopause:** A look at the life changing affects menopause has on women and the cost that comes with it.

2SLGBTQ+ Community

Corus covered many stories relevant to the 2SLGBTQ+ community in 2023 including, but not limited to:

Global News BC:

- **2SLGBTQ+ Iran Pride:** This year’s pride celebration has special meaning for one Vancouverite. She fled her home in Iran, fearing she might be killed for who she is. Now that she's here, she's determined to share her Iranian pride.

BC Radio:

- **Transgender Flag Stolen:** A transgender flag with a historical background has been stolen from a Burnaby, BC home. The flag is a symbol of trans-diversity and rights and has connections to the Stonewall uprising.

Global News Edmonton:

- **Pride stories:** We covered several Pride events throughout the year. This year, there's anxiety about what many in the 2SLGBTQ+ community describe as a regression of attitudes. We explored what's behind that and how Pride events take on a different kind of urgency.

Edmonton Radio:

- **2SLGTBQ+ Spaces:** Edmonton has seen a contraction in the number of 2SLGTBQ+ bars and safe spaces, and economics may be part of the reason. Playwright and Edmonton Queer History Project podcast host Darren Hagen says queer safe spaces and bars often spring up in response to the social climate. They predict that with anti-drag and anti-gay rhetoric rising, we may see more created out of necessity.

Global News Kingston:

- **2SLGBTQ+ Entrepreneurship:** Efforts to provide better access to loans, small business support for 2SLGBTQ+ community.

Global News Peterborough:

- **Flag raising kicks off Peterborough-Nogojiwinong Pride Week:** The city's annual Pride Week kicks off with a flag raising at City Hall. The story included interviews with members of the local 2SLGBTQ+ community about the importance of celebrating Pride Week, the strides made in acceptance and the work still to be done.

Global News Regina:

- **U of R Lawsuit:** UR Pride launched a lawsuit over the Government of Saskatchewan's pronoun policy, where all students would need parental approval to change their pronouns at school if they are under 16 years old. The legal action would force the province to put their policy on hold.
- **School Resource Officer Review:** Regina Police Service and the 2 school divisions in Regina are reviewing the school resource officer program. There were reports of racialized students and those who identify as 2SLGBTQ+ feeling traumatized, intimidated, and anxious around police in their schools.

Global News Saskatoon:

- **Saskatoon Pride Rally:** Provided a variety of coverage of the Pride Rally during Pride Month.

Global News Toronto:

- **Petition launched following anti-2SLGBTQ+ rhetoric at Ontario school board meeting:** York Catholic District School Board students are speaking out, hoping the board will push to support the 2SLGBTQ+ community. A petition has been launched by YCDSB students asking that the pride flag symbol be displayed all year round.

Cornwall Radio:

- **Pride Proclamation:** The town of Petawawa, Ont. is set to fly the Pride flag for the first time ever this summer. The decision was made when a 1998 rule was overturned that stopped the town from making any public proclamations.

London Radio:

- **Flag Ban:** The president of a Pride committee is filing a human rights complaint after the Township of Norwich passed a motion to ban non-government flags, including Pride flags, on municipal properties.

Ottawa Radio:

- **Increased Intolerance:** 2SLGBTQ+ rights advocates in Ottawa are calling for help from all levels of government to combat what they say is an explosion of hate. The call comes after a large protest “gender ideology” took place outside city schools, which led to clashes with police.

Global News Winnipeg

- **Rainbow Gala:** Coverage of the 50th anniversary gala for Rainbow Resource Centre which supports the 2SLGBTQ+ community in Winnipeg. Organizers called later to say our coverage far and away exceeded everyone else in the market.
- **Drag Bunch:** Coverage of a brunch and story time for kids, hosted by drag queens, and aimed at teaching acceptance to children.
- **Pride Night:** The Winnipeg Jets host a Pride Night in the wake of NHL cancelling “theme nights”.

VI. ON-AIR PERSONALITIES

Corus internal programming policies, as well as the programming departments' continued involvement in the development and production process, ensure that our programs feature diverse voices and talent.

Corus managers have a duty to ensure that fair hiring practices are in place to make certain that on-air talent is reflective of the communities we serve. Hiring managers, as well as those involved in the creation of original programming, make an ongoing effort to look for and bring to the forefront diverse talent and casts.

Corus stations proactively seek on-air personalities who will be representative of their local communities. Local stations continue to partner with outreach organizations in their communities to fill internships, which often lead to on-air opportunities.

Please refer to section II RECRUITMENT, HIRING, RETENTION, AND TRAINING for further details about talent attraction at Corus.

VII. NON-NEWS PROGRAMMING

Diverse voices, diverse stories

Corus seeks opportunities to showcase the stories, histories, and imaginative worlds of diverse creators. Guided by our DEI Action Plan, we create and deliver content that reflects the diversity of Canadians, and we work actively to remove barriers in all aspects of content creation and development.

Our DEI team works to advance the Content Diversity and Representation work stream: working with creative teams across Corus, and with our independent Canadian production partners, to make our content more representative of our audiences by achieving greater diversity both on screen and behind camera.

Corus continues an internal review with the goal of achieving greater diversity both on screen and behind the camera and in leadership roles. We will work with stakeholders across the business to create a consolidated plan that incorporates industry best practices, aligns current plans, and creates metrics and reporting to identify, and hold us accountable to, a future state. In addition, we are engaged in a number of specific initiatives that we describe below.

Corus has a duty to ensure that on-air talent and content on its television networks is reflective of the communities we serve. This includes diversity in on-air talent and casting, with a commitment to create programming that reflects our audience. Hiring managers, as well as those involved in the creation of original programming, make an ongoing effort to look for and bring to the forefront diversity in on-air talent and cast.

Corus' production executives are deeply involved in casting right from concept stage, through script development. They work closely with writers and producers to ensure diversity is reflected in the overall makeup of the characters and built into concepts, as we did with the racialized main characters on *Family Law*, the predominantly Black cast of *Robyn Hood*, and the four friends in *The Love Club* MOWs for instance. These decisions are always part of initial concept development, and we look for series that have diversity and inclusion built into the concept.

Once a show is greenlit for production, we have approval over all talent and cast, from drama series leads to episodic guest stars. Casting breakdowns go out to agents, and the producers present their choices to us. We have casting calls with the producers and casting directors for every episode to ensure we have the best actor for each role.

Those involved in the production of Canadian original programming are required to adhere to a set of principles, of which the following apply to diversity in programming:

- Avoid programs with racial stereotypes and encourage producers and writers to provide programs with ethnic diversity and strong visible minority role models;
- Avoid programs with gender stereotypes and encourage producers and writers to provide programs with strong female, racialized and 2SLGBTQ+ role models;
- Actively seek out programs that will be reflective of the Canadian cultural landscape; and
- Ensure new programs offer a sense of inclusion and recognition for a variety of groups as well as appealing to a range of audiences.

These expectations are clearly outlined at the early stages of production and development. In addition, Corus' Original Programming team is closely involved throughout the development and production stage of programs to ensure adherence to these principles.

Commitment to DEI

In conjunction with our DEI Plan, Corus completes an ongoing internal review of our approach on how to achieve greater diversity on screen.

Corus has made these expectations a condition of their development and production process with the independent production community. The Corus Original Programming team is very active in the industry in fostering more diverse voices and seeks to develop and commission programming that reflects our audience.

Corus managers are responsible for ensuring that fair hiring practices are in place to make certain that on-air talent on television stations is reflective of the communities they serve.

Corus internal programming policies, as well as the Original Programming department's continued involvement in the development and production process ensures that the broadcast of programs feature talent from diverse backgrounds. The objective for all Corus services is to represent diverse voices in all of our programming.

Our production executives actively encourage producers to design and cast characters that will represent a multitude of identifiable groups in Canadian society. For example, when casting actors to voice visible minorities, we request that producers seek actors from complementary backgrounds. On-air hosts and personalities, along with participants, are representative of various groups. Similarly, Corus services aim for a gender balanced representation of today's society and pursue strong female, 2SLGBTQ+, and racialized role models as lead characters or secondary characters in all of its programming. This is to ensure greater diversity across all productions commissioned, co-produced or produced in-house.

Our Original Programming teams ensure that all new productions reflect diversity behind the scenes and especially in the writing room. Corus Original Programming executives are involved in final approval of writers and directors, as well as scripting of all commissioned programming to ensure diversity of voices in creating authentic diverse characters and storylines.

The same principles apply to the development of scripts and storylines, whether the program is being commissioned for production, or being licensed.

Diverse Voices, Diverse Stories

Examples of programs green-lit for production or broadcast in 2023 include:



Big Brother Canada - Season 11: Big Brother Canada once again stood out as a stellar example of diversity and narrative inclusivity, weaving together a rich tapestry of diverse backgrounds and life experiences into its storylines.

Season 11 of Big Brother Canada also featured its 2nd Black winner ever - an accomplishment way too uncommon in reality-competition shows in North America. Ty, who demonstrated great resilience in the show, spoke passionately in the season finale about how he was always underestimated or prejudged as a young Black Canadian growing up in an underrepresented community in Toronto, and how proud he was of his potential to inspire other people like him in the future.

The remarkable cast really showcased the power of diverse perspectives and personal stories, hopefully making the show a beacon of representation and inspiration for viewers across Canada. *Season 12 is scheduled to launch in March 2024.*

Departure - Season 3: Kendra Malley (Archie Panjabi) returns to lead the team on a complex investigation into the cause of the devastating ferry sinking that has rocked the local community. From female showrunner Jackie May, the series features a highly diverse cast, and was created and co-executive produced by Vincent Shiao. Archie Panjabi is also an executive producer and joins the majority female production team.

Family Law - Season 2: We continue to cast for diversity and inclusion in many storylines this season. The writing room added an 2SLGBTQ+ writer and a racialized coordinator, and we have 5 out of 10 directors representing woman and 2SLGBTQ+, a racialized costume designer, a female editor, and other crew from underrepresented communities. We have added 3 new large recurring roles: Winston, a 2SLGBTQ+ office assistant from the Philippines; Abby's racialized divorce lawyer; and Martina, Daniel's racialized love interest.

Robyn Hood - Season 1: This modern re-telling depicts Robyn as a strong Black female lead character. The series is created by Director X (Julien Lutz) who also directed several episodes and is Executive Producer. Authenticity was critical to the team behind Robyn Hood who aimed to have a majority BIPOC team in key creative positions while also having many women in key leadership roles. The scripts were developed and written by a majority female and Black writing team including several members who identify as 2SLGBTQ+. All of our directors are from racialized groups, with 50% being female. Behind the scenes, several key creative positions were held by people who identify as Black or racialized, including Director of Photography, Costume Designer, Casting Director. Gender equity was also key to the production with women in key creative roles such as several producers, Production Designer and Editor.



Bryan's All In - Season 1: Features a sizable BIPOC cast that includes a touching storyline about a determined, community-focused young, Black female farmer making new roots in small town Ontario, as well as an industrious 2SLGBTQ+ couple struggling with the demands of building a brewery.

Farmhouse Facelift - Season 3: In this season, three of the eight episodes featured homeowners from diverse backgrounds, with two from the 2SLGBTQ+ community. Behind the scenes, six of the eight producers are women, as are the showrunner, writer, and half of the editing team.

House of Ali - Season 1: Ali and her all-female team travel the globe to source, scheme and dream up the most high-end spaces that money can buy. Ali Budd has an all-female design team, and throughout the season focuses on female-owned businesses, which are featured in seven of the eight episodes.

Scott's Vacation House Rules - Season 4: With a diverse, all-female leadership team at the helm, we continue to expand representation on screen. Behind the scenes, our production crew includes members of racialized and 2SLGBTQ+ communities at all levels, such as editorial, design, postproduction and photography. Most of the producing, writing, and editing team are also primarily women.



Food Network Canada recognized National Indigenous Peoples Day by celebrating traditional Indigenous cuisine and sharing recipes from across the country, highlighting the stories and creators behind these dishes.



Pamela’s Cooking with Love - Season 1: In the inaugural season of Pamela’s Cooking with Love, the majority of our world-renowned guest chefs are BIPOC. Memorable guests included fermentation expert David Zilber, Gregory Gaudet (also 2SLGBTQ+) highlighting his Haitian food heritage, Melissa King (also 2SLGBTQ+) showcasing their Asian inspired family fare, Claudette Zepeda wowing us with her modern take on familial Mexican dishes, Iranian American food writer Andy Baraghani’s simple home cooking for modern times and Israeli Michael Solomonov’s Middle Eastern comfort food.

The Big Bake - Season 4: Two of the three judges are Black, and 13/14 episodes include competing bakers who are racialized. In one episode lead baker Jujhar creates a holiday cake showcasing Diwali - “the festival of lights”. On the cake, Zora, a South Asian boy (based on Jujhar), is sharing his culture with his fellow North Pole preschoolers to teach them about Diwali. Throughout the episode Jujhar explains various traditions and practices of Diwali including decorating, dancing, exchanging gifts and eating delicious food.

Top Chef Canada - Season 10: This milestone 10th season of Canada's most prestigious culinary competition, *Top Chef Canada*, was the most thrilling to date featuring our most diverse cast yet including an iconic addition to our judge’s panel. Joining host Eden Grinshpan and judges Mark McEwan, Chris Nuttal-Smith, Janet Zuccarini, and Mijune Pak was globally acclaimed superstar chef and author, David Zilber. A Canadian of Caribbean and Jewish heritage, David achieved worldwide fame at Noma in Copenhagen and brought his world-famous expertise to the Top Chef Canada Judges' Table.



The Love Club - MOW series: A diverse cast includes two of the four leading ladies who are racialized, and diversity in the love interests and supporting characters. The series of MOWs comes from a female producer who is committed to featuring strong female leads and diverse characters and storylines. All four MOWs were directed by a woman. The editor for MOWs two and three is a racialized woman.

The Love Club: Moms - MOW series (*in production*): The series follows a diverse foursome of friends, including two who are racialized. There is also diversity in the love interests and supporting characters. Behind the camera, this series of MOWs comes from a female producer and is written by an award-winning female writer who has written multiple scripts for Hallmark, Lifetime, and other networks. All four MOWs were directed by two female directors. The editor for three of the MOWs is female, and one is a racialized woman.

SHOW CASE

Something Else (*in development with APTN*): Something Else explores the lives of four twenty something Indigenous friends as they try on adulthood. The tangled nature of love, sex and friendship may splinter the group when chaos magnet, Jade, parachutes back into their lives on their reservation.

[adult swim]

Red Ketchup: Featuring a diverse cast, with Peter Plywood (drawn as Asian) voiced by Kintaro Akiyama and big boss Sullivan (drawn as Black), voiced by Martin Roach in English and Widemir Normil in French.



Deadman's Curse - Season 2: A young Indigenous woman and a former mixed martial arts fighter join forces with a mountain explorer to find lost gold. The series has two Indigenous main characters and explores the history of the Katzie First Nation. The production crew collaborates with Indigenous consultants and a Heritage Advisor to work with local First Nations to obtain access and cooperation, and to ensure an accurate and respectful presentation of Indigenous culture. A recent factual production industry conference in BC featured a workshop on Indigenous Access and Storytelling, using *Deadman's Curse* as a model. *Season 3 is currently in production.*

Our War: This four-part one-hour series takes Canadians across the country to solve the mysteries of their family's war stories, delving into the past for answers. Season 2 delves into a dark part of Canadian history, following a daughter and her father as they journey back in time to when he was a young boy in a Japanese Canadian internment camp. The series features numerous experts and contributors from Black, Indigenous, and racialized backgrounds. Behind the camera, a BIPOC woman is the series producer and executive producer. The producing team is also majority female.

Sounds Black: This 4-episode Original Canadian documentary series is an intimate look at the rise of black music in Canada over several decades, through the eyes of the artists and industry icons themselves. For years, Black musicians performed in small clubs and bars, often with no marquee or promotion or access to Canadian airwaves. But in the 1960s, recognition began to emerge amidst the soul and jazz scenes in Toronto, Montréal, and Halifax with artists like Oscar Peterson and Salome Bey leading the way. With momentum building throughout the decades, more Black artists began to carve their place in Canada’s music scene, bolstered by the launch of Canada’s first black-owned radio station and culminating in the eruption of hip hop in 2000s where Black Canadian artists such as The Weeknd, Daniel Caesar, Drake, and Kaytranada were launched into international stardom putting Canada on the global musical map. Sounds Black takes a no-holds bar look at the past, present and future of the Black Canadian music scene and how Black Canadian music and culture has firmly established its place in Canada and beyond. The film is produced by Amos Adetuyi and Floyd Kane and directed by Cazhmere Downey.

True Story Part Two: A historic 2-hour feature documentary continues where True Story Part One left off, shedding light on the history of the relationship between Indigenous and settler people. Part Two examines the painful legacy of the Indian Act and the residential school system on Indigenous peoples, the Sixties Scoop, the rise of Indigenous political movements and the role of Indigenous veterans in Canada’s military. Through a combination of on-camera interviews, archival footage, historical photos, b-roll, and recreations, the film showcases Indigenous leaders, educators and experts from various regions and communities across Turtle Island. In honour of National Day for Truth and Reconciliation, True Story Part Two examines how to move forward from Canada’s colonial history and achieve reconciliation by first learning, then facing, the past. The film was led by an incredible female Indigenous team - created by Anishinaabekwe (Ojibway) writer and director, Dinae Robinson, with writing by Metis writer Jessica Landry, and Executive Producer, Lisa Meeches, a proud Ojibway from Long Plain First Nation. The program was produced by Eagle Vision, one of Canada’s leading Indigenous production companies.



Secrets de villages: Everywhere in Québec, in the depths of the villages, hide unsolved mysteries, legendary characters, surprising rumors and unusual places. With Secrets de villages, our Hispanic host Luis Oliva invites you to visit the regions of the province to dig into these stories that feed the collective imagination. This series tours nine different regions of Québec, where our host meets the diverse local residents.

Cascadeurs: Dive into the exciting world of stuntmen and stuntwomen, as we revisit epic scenes from some of the most celebrated Canadian films. Our leading characters are Jean Frenette and Helena Laliberté, one of the top female stunt coordinators in the country. They take us along a fascinating ride into the history and new realities of stunt work. The show features many Black and Asian stunt performers, who act as body doubles for actors Rodney Alexandre, Penande Estime, Charlotte Masse, and Ayisha Issa, among others.

Fleurdélicé: Comedian Mehdi Bousaidan celebrates 75 years of the Fleurdélicé flag in this feature-length documentary. Born in Algiers, Mehdi takes an original look at the history of Québec using its flag, whether it flies during festivals or solemn moments. In addition, the host meets Quebecers from diverse communities to understand what the flag and being a Quebecer means to them, as well as take us on a tour of the only flag-making factory that is an official supplier to the government.

Là pour rester: This docu-series explores the historical impact of famous brands, structures and technological achievements in building the Québec and Canada of today. For example, we look at Jacques Plante and his hockey mask, the famous Jos Louis's snack cake and the Bombardier Global Express. The great human adventure behind the story of the Global Express, features a leading engineer of Congolese origin, Fassi Kafyeke, who was behind the extraordinary success of Bombardier's flagship accomplishment.

Le lot du diable: la conquête de la mer: In this reality series, the participants must lay the foundations of a small private fishing establishment by fulfilling the mandates given to them by Louis Champagne, the colony's inspector. This series includes representation of the Mi'kmaq heritage in Gaspésie. The cast of contestants reflects Québec's diversity.

séries plus

Manuel de la vie Sauvage: This drama features a racially diverse cast, including Rodley Pitt, an actor of Haitian descent, in a leading role and includes some dialogue in Creole. In this story, Kevin, a brilliant but cruelly ambitious millennial, teams up with two friends (including Rodley Pitt as the genius developer) to create an AI app that uses the digital traces of the deceased to allow people to communicate with their loved ones who have passed away.

Les Bombes features four women as lead characters. One of the main characters, Vicky, is of Latinx descent and uses pills to cope with stress. Claudine is a bisexual character who is trying to overcome her sex addiction, interpreted by Debbie Lynch-White, a lesbian actress who advocates for 2SLGBTQ+ rights. This character's adoptive parents are an interracial couple made up of an African man and Quebecer women. They also have a mixed raced son (Claudine's brother). The idea for this series came from the four actresses who felt they were in desperate need of positive roles as opposed to the ones they were usually offered. Each role was tailor-made for the actresses portraying them and Séries Plus received praise from the press for this series portraying "fat" ladies in a non-stereotypical fashion.



Haute Démolition Featuring a thoughtful mix of young emerging actors, multiple first roles in this series were assigned to Black, Asian and 2SLGBTQ+ cast, including Irdens Exantus as Raph’s manager, Eric Preach as a competing stand-up comedian and Noémie Leduc-Vaudry as Laurie’s best friend.

Children’s Programming

Diversity, inclusion, and positive representation of visible minorities begins with children’s programming, and we take that responsibility to our young viewers very seriously. Through the fictional and sometimes fantastical worlds we create, our Original Kids Content tells stories and crafts characters that do not rely on stereotypes. We are committed to the casting and hiring of women and racialized content creators that enrich our scripts and storytelling.



Hardy Boys - Season 3 (Live Action): Out of the six lead performers in this season, three are members of racialized communities. In addition to the six lead performers, one of the two new main characters this season, Belinda, is the first young adult character in the series to identify as a member of the 2SLGBTQ+ community. Trudy and Jesse also continue their relationship from the previous season and become more romantically involved. These 2SLGBTQ+ relationships and storylines are showcased openly without judgement from any of the other characters.

Popularity Papers - Season 1 (Live Action): Our co-lead for this series, Julie Graham-Chang, is a young Asian girl who is the daughter of two dads, Alex and James. In addition to Alex and James, we ensured that we had young characters who are members of the 2SLGBTQ+ community as well. Notably, Lydia’s sister Melody, and a character named River, both identify as 2SLGBTQ+. Other secondary characters and background characters were cast with people from various identifiable groups, ensuring that we had a diverse school environment. Behind the scenes, this show includes diversity at all levels of production including key roles. Notably, the showrunner for this series is East Asian. In addition, 50% of the directors for the series are members of identifiable groups. The production team also hired a diverse group of writers to ensure all characters were portrayed authentically.



Thomas & Friends: All Engines Go - Season 27 & 28 (Animation): Among Thomas's group of friends is Nia, a returning character who is from Kenya, and Kana, who is a Japanese bullet train. Bruno the brake car, a new character introduced in Season 26, returns for more appearances in Season 27 and 28. Bruno gives his friends a lot of love and support, and in return gets their affection, friendship, and enthusiastic inclusion - which is important because Bruno has Autism. A performer with Autism was cast to voice the role of Bruno.

Vida the Vet (Animation): While the majority of the characters in this series are animals, there is representation for those with disabilities. For instance, Zigzag the bunny is a character with ADHD, and Fergie the squirrel uses a wheelchair. Vida is also the daughter of two dads, one of whom is Black, to ensure representation of 2SLGBTQ+ family structures.

VIII. ACQUISITIONS

Our programming executives actively seek to acquire the rights to programs that represent the diversity of Canadian society. We particularly aim for gender balanced representation and strong 2SLGBTQ+, and BIPOC role models. We are committed to sharing impactful, diverse stories, while ensuring their representation does not include negative stereotyping or inaccurate portrayals. Whenever possible, we also put together programming packages to highlight events such as Black History Month or National Day for Truth and Reconciliation.

Programming highlights from 2023:

- **Loteria Loca** is based on a traditional Mexican game show, featuring Latinx actor Jamie Camila as host, and Afro-Latinx American musician Sheila E. as band leader.
- **Culprits** is a story about a crew who have gone their separate ways after a heist, but now they are being targeted by a killer. Female-directed episodes and female series writers and starring Gemma Arterton and BIPOC actor Nathan Stewart-Jarrett.
- **Bargain Block** features lead actors Evan and Keith, who recently celebrated 10 years together. These partners have a goal of restoring the iconic American city of Detroit by buying run-down and abandoned properties in Detroit, and transforming them into affordable, stylish starter homes for first-time homebuyers.
- **Girl Meets Farm** is hosted by Molly Yeh, Cookbook author, food blogger and Midwest transplant embracing her country life and making dishes inspired by her Jewish and Chinese heritage.
- **Delicious Miss Brown** is hosted by Kardea Brown, of Gullah/Geechee descent. Kardea shares down-home, Southern recipes from her South Carolina kitchen.

- **Married to Medicine** features a group of Black ladies who are all married to medical professionals, putting old rivalries to rest to make a fresh start with new friendship dynamics.
- **Summer House: Martha's Vineyard** features a diverse group of Black friends in their twenties and thirties vacationing together. Viewers get to watch as the group navigates conflict, themed parties, and the trials and tribulations of friendship at this point in their lives.
- **The Real Housewives of New York** with the rebooted cast, Jessel Taank was added and is the first Indian Housewife. Also new to the series is ex-President and Executive Creative Director of J. Crew, Jenna Lyons, who is the second openly gay housewife in the franchise history.
- On **Big Sky Kitchen with Eduardo Garcia** the Montana-based chef, outdoorsman and wild food forager Eduardo Garcia shares his love for nature, food, and family, while managing a physical disability.
- In Mary J. Blige's **Strength of a Woman**, the story continues with lead character Kendra, played by African American actress Ajiona Alexus, finding herself in a failing marriage as she must reckon with the decisions she made for the life she thought she wanted.
- **Keyshia Cole: This is My Story** tells the story of how Keyshia, of African American and Mexican heritage, was adopted at a young age and overcomes a difficult childhood to pursue her dream of becoming a singer. As her star begins to rise, Keyshia reunites with her two sisters while struggling to keep her biological mother in rehab.
- **Life Below Zero: First Alaskans** follows a community of Indigenous Alaskans focused on their right to preserve their threatened ways of life, implementing their ancient wisdom to ensure its survival for the next thousand years.
- **Retrograde** captures the final nine months of America's 20-year war in Afghanistan from multiple perspectives: one of the last U.S. special operations forces units deployed there, a young Afghan general and his corps fighting to defend their homeland against all odds, the civilians desperately attempting to flee as the country collapses, and the Taliban take over.
- **Clotilda: Last America Slave Ship** is a documentary about an illegal bet made in 1860 which brought the last known captive Africans to U.S. shores. The Africans' story is one of tragedy and resilience; NGC also aired *Rise Again: Tulsa and the Red Summer* - a documentary following journalist DeNeen Brown who investigates the Tulsa race massacre in the search for mass graves, and new insights.
- **Black Travel Across America** is Hosted by African American Travel Consultant Martinique Lewis, who embarks on a journey to visit historically listed Green Book locations and modern black travel destinations.

Children’s Programming

- **Fright Krewe** is an animated series featuring a diverse ensemble cast voiced by members of the Black, Asian and Latinx communities.
- **Barbie: A Touch of Magic** features two strong female leads, one of whom is African American.
- **Gremlins: Secrets of the Mogwai** is set in Shanghai, China and features an Asian American cast.
- **Saturdays:** This live action scripted comedy featuring three African American females as leads.
- **Kiya and the Kimoja Heroes:** This animated preschool series is set in a fictional African country. The voice cast includes African American actors.

IX. MOVING FORWARD

Corus will continue working to fulfill the commitments outlined in our DEI Strategy. Our goal is to be a leader in building an inclusive, sustainable culture - in which equity, diversity, and inclusion are central to what we do within our company and in our communities.

We have established an annual DEI Action Plan, aligned to the three Pillars of our DEI Philosophy, to move forward under the leadership of our Head of Diversity, Equity & Inclusion. Our 2024 focus areas and initiatives include:

Pillar 1: Supporting a Diverse Workforce	
<i>Focus Areas</i>	<i>FY2024 Initiatives</i>
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
	Targeted DEI learning <ul style="list-style-type: none"> • Targeted learnings focused on people leaders, areas of the business or topics.
	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.

Pillar 1: Supporting a Diverse Workforce	
<i>Focus Areas</i>	<i>FY2024 Initiatives</i>
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.
	Leadership diversification <ul style="list-style-type: none"> Review and create plans to adapt talent review and succession planning processes and tools with a DEI lens.
	Employee Resource Groups (ERGs) <ul style="list-style-type: none"> Continue to support our ERGs with a particular focus on membership and community development.
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.
	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.

Pillar 2: Representing Diversity in On-screen Content	
<i>Focus Areas</i>	<i>FY2024 Initiatives</i>
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.
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.

Pillar 2: Representing Diversity in On-screen Content

<i>Focus Areas</i>	<i>FY2024 Initiatives</i>
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.

Pillar 3: Building a Diverse Industry

<i>Focus Areas</i>	<i>FY2024 Initiatives</i>
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.
	Develop and support focused programs that build the talent pipeline and increase representation in our industry.
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.
	Industry: Facilitate paid internships and mentorships to build networks and provide professional support.

At Corus, we are committed to a greater focus on DEI, embracing the social differences that make Canada such an exceptional country. We will continue to work on increasing our representation of all designated groups and remain dedicated to reducing bias and barriers.

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