











F2025 DEI Action Plan – Status Report

Not Started 	Underway 	Completed 
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PILLAR: SUPPORTING A DIVERSE WORKFORCE

Focus Areas	F2025 Initiatives	Updated as of December 31, 2024	Status
Focusing on DEI Education, Training and Understanding <i>Continuous learning and tools are in place to support a diverse workforce</i>	Continue DEI education for all of Corus	<ul style="list-style-type: none"> Continue to require anti-racism training for all employees who did not complete the modules rolled out in 2021/22, and all new hires going forward. This year, the training will now be offered to All Corus employees with an option to retake the training. <ul style="list-style-type: none"> January 28, 2025 March 26, 2025 May 2025 (Date TBC) 	
Working Inclusively and Equitably to Retain Diverse Talent <i>Striving to eliminate barriers and ensure an inclusive approach to our processes</i>	Work with the Talent and Attraction Team on LinkedIn Amplify	<ul style="list-style-type: none"> The Talent Attraction and Development team is beginning to actively share new Corus job postings with DEI Council and ERGs, leveraging our own employee base to reach a wider diversity of populations and networks, diversifying our sourcing practices. 	
	Continue to support our people to call out barriers that prevent them from bringing their true self and uniqueness to work	<i>Not yet started.</i>	
	Develop workstreams to emphasize inclusivity at the management and leadership levels	<i>Not yet started.</i>	
	Continue to review the data from Self-ID and Corus Self-ID to identify Target Priority Areas	<ul style="list-style-type: none"> The Total Rewards team continues to produce timely updates, which are reviewed by the People and Culture team. 	



PILLAR: SUPPORTING A DIVERSE WORKFORCE

Focus Areas	F2025 Initiatives	Updated as of December 31, 2024	Status
Amplify Underrepresented Voices <i>Fostering diversity and inclusion in the workplace by boosting employee engagement and enhancing workplace culture.</i>	Enhance our ERGs and DEI Council	<ul style="list-style-type: none"> New leadership team sponsors, announced in October, are working with our seven (7) Employee Resource Groups. 	●
	Celebrate Days of Significance Across Corus	<ul style="list-style-type: none"> ERGs continue to highlight days of significance throughout F25. 	●
	Consult on various projects and initiatives happening at Corus such as internships, Toy Drive and Community Youth Engagement Project	<ul style="list-style-type: none"> Expanding reach and scope of ERGs (e.g., annual Toy Drive included DEI initiatives; ERGs to be engaged as primary source for upcoming Community Youth Engagement Project (see below). 	●
	Develop a Charter for DEI Council and ERGs.	<ul style="list-style-type: none"> New charter developed under advisement of EVP, Chief Administrative Officer and Chief Legal Officer; presented and shared with ERGs and DEI Council. 	●
Establish Accountability for Inclusion <i>Ensuring we know what we are trying to achieve through ongoing improvement and transparency.</i>	Introduce official DEI Commitment to all Corus	<ul style="list-style-type: none"> Content drafted. Timing to share TBC. 	●
	Continue to report quarterly on DEI initiatives and data	<ul style="list-style-type: none"> DEI quarterly report shared on November 27, 2024, along with 2024 DEI Year in Review and 2024 Self-ID Report. 	●
	Continue review of DEI data, reporting on data to leadership, updating the DEI Action Plan semi-annually, sharing internally and externally in the DEI quarterly report	<ul style="list-style-type: none"> Ongoing 	●



PILLAR: REPRESENTING DIVERSITY IN CONTENT

Focus Areas	F2025 Initiatives	Updated as of December 31, 2024	Status
<p>In front of the camera <i>Striving for diverse and authentic representation in our content</i></p> <p>Behind the camera <i>Supporting diversity and authentic representation in content by fostering a diverse and inclusive team behind the cameras</i></p>	<p>Includes measuring current state, setting objectives, accountability and leadership</p>		●
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PILLAR: BUILDING A DIVERSE INDUSTRY

Focus Areas	FY2025 Initiatives	Updated as of December 31, 2024	Status
<p>Building a Diverse Industry Through Partnership</p> <p><i>Develop and support focused programs that build the talent pipeline and increase representation in our industry for underrepresented communities</i></p>	<p>Work with ERGs and DEI Council to build diverse community partners</p>	<p><i>Expanded approach being considered.</i></p>	●
	<p>Work with more external organizations and groups</p>	<ul style="list-style-type: none"> ● OYA Black Arts Coalition, in partnership with our Original Programming team, confirmed for year 3 (2024/25), kicks off in January 2025 for one (1) intern. 	●
<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>	<ul style="list-style-type: none"> ● Updated Corus.Futures internship program two (2) interns to launch early 2025. ● Refreshed Community Youth Engagement Program kicks off in January 2025. <ul style="list-style-type: none"> ○ The program launched last year provides exposure to high school students about Corus' business/curates panels that are representative to the students. ○ Opportunity for high school students to hear from Corus professionals about their career journey. ○ ERGs to be engaged as primary source for outreach. 	●
	<p>Industry: Facilitate paid internships and mentorships to build networks and provide professional support</p>	<ul style="list-style-type: none"> ● Updated Corus.Futures internship program two (2) interns to launch early 2025. 	●