



## **Gender Parity in Key Creative Roles**

### **Progress Report**

**January 31, 2026**

## **Introduction**

On December 13, 2018, Corus was pleased to participate in the CRTC's Women in Production Summit, alongside Canada's largest public and private sector broadcasters.

During the Summit, all participants agreed that, although there had been some progress in the preceding years, the data indicated that women continued to face barriers to career advancement in the Canadian film and television production industry. Gender under-representation in key creative positions needed to be addressed. Progress on this front is not only good for women and society in general, but it also makes good business sense. Corus is committed to creating and fostering lasting solutions to ensure more women play leading roles in our industry.

In this report, we provide Corus' progress on our commitment to achieve gender parity in key creative roles for all big budget drama series by 2025, and the work we have done to achieve greater gender representation within other genres across our portfolio of services.

## **Diversity Matters and Corus is Closing the Gap**

Corus has been promoting diversity for many years as an important part of our content strategy. We have made it our mission to purposefully seek out projects led by women and have made important progress on expanding roles for women in our commissioned productions. Additionally, we have made concerted efforts to support greater diversity, equity, and inclusion across all of our original content, providing new opportunities for women of color. Our series are populated with strong female voices, both in front of and behind the camera.

At Corus, our goal is to ensure greater diversity and gender parity across all productions whether commissioned, co-produced or produced in-house. Corus strives for a gender balanced representation of today's society in all of its programming. Corus is actively involved in seeking and fostering underrepresented voices, including women. Clear measures and objectives are in place as we collaborate with existing and new content creators to avoid negative stereotypes and exploitation. Our Original Programming team continues to work closely with the production community to source diverse writers, producers, and creators. Corus programming executives are involved in the final approval of writers and directors, as well as the scripting of all commissioned programming to ensure gender equity in all key creative roles whenever possible.

As we have noted in previous years, production levels and the genres of programs being produced may vary with changing revenue levels or audience needs. One year we may see multiple new drama series being produced, while other years there will be limited drama series in production as more lifestyle, factual, reality or other genre of programming are produced and in demand. As this natural ebb and flow takes place, it stands to reason that the breakdown of creative roles and those who fill those roles will also fluctuate. It should also be noted that there may only be one hire in any particular creative role of a production, which can greatly sway calculations one way or the other. Accordingly, we must look at progress over time as a whole rather than any one year or production.

Among the English-language dramas that Corus broadcast in 2024-25, we are proud to be able to report that we surpassed gender parity in the majority of key creative roles. We are also pleased to see overall growth in female leadership within the Lifestyle genre. There has also been a slight increase in female producers and writers in this category compared to the 2023-2024 broadcast year.

Corus produced one French-language big budget<sup>1</sup> drama with a Canadian independent production partner, along with four documentaries and five factual series. In our continued efforts to ensure women are present in key creative roles the request was put forward to our production company, Encore Télévision, to appoint a female director for our returning drama, *Bête Noire*. Corus' request was granted and Mariloup Wolfe was director for season 3, following in the footsteps of Sophie Deraspe (season 1) and Louis Bélanger (season 2). We also increased the average number of appointed females in every key role in our 2024-2025 productions for Historia compared to the previous year.

Although Corus' English-language and French-language original programming departments saw a reduction in production from previous years Corus is pleased to report that 48% of applicable key creative positions were held by women. (more detailed information is provided in the attached charts).

### **Women in Production at Corus**

Corus is committed to fostering a strong, vibrant, and sustainable media industry that is both domestically successful and globally competitive. Empowering women leaders is an integral part of this vision. Corus was recognized in 2025 for having women in nearly half (45%) of all leadership roles on **The Globe and Mail's Report on Business 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.

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<sup>1</sup> TV over \$900k; Films over \$2.5M

Corus' English language original programming team includes industry veterans Rachel Nelson, Vice President, Original Programming and Head of Corus Studios, Lynne Carter, Director, Original Programming, and two long-time senior production executives, Debbie Brown and Dora Fong. The predominantly female Corus original programming team works closely with production partners to ensure an increasing number of women are hired in key roles and that those currently in more junior positions are mentored and provided with an inclusive and dynamic experience while working on Corus productions.

Our French-language original programming team continues to be led by Julie Godon, Head of French Specialty Networks since 2018. She is supported by Production Executive, Maria Luisa Todaro, who with over 20-years' experience in the media industry, helps oversee drama productions for *Séries Plus* and multiple documentaries for *Historia*. Julie and her team make a point of strongly encouraging producers to include diversity and reach gender parity within their productions.

### **Off-Screen Initiatives**

Corus recognizes that in order to ensure gender parity in key creative roles of production, we must ensure that we support women in all phases of their career and help to provide a path. Corus' ongoing off-screen initiatives to address the gender gap in the past broadcast year have included:

- **Women in Communications and Technology (WCT)** – Corus continued to support WCT by sponsoring the WCT Change Agent Program, a career accelerator program designed to enable women leaders to take their competencies and career to the next level.
- **Corus.Futures Scholarship Program** – Launched in 2022, the Corus.Futures Scholarship program supports Canadian students from underrepresented communities in their final year of post-secondary studies. The Susannah Therrien Radio Scholarship and Internship is specific to supporting individuals who identify as female pursuing Radio studies through financial assistance, a three-month paid internship and mentorship opportunities. In the 2024-2025 broadcast year, Corus hosted two female students, one for television (*The Morning Show*) and one radio (640 News) broadcasting, as part of the program.
- **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 internal to one organization with all women, to enable best in class learning across industries. Whether it is world-class training, top-notch speakers, or excellent facilities, companies leverage their internal resources that, when

shared broadly, are used to benefit and impact significantly more women in our greater community.

- **OYA Black Arts Coalition** – Corus has partnered with OYA Black Arts Coalition to facilitate the *Corus Unscripted Internship Program*, a 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* also provided a student with an eight-week paid internship placement on a Corus-supported unscripted production in 2025 (internships to date have supported students identifying as female).
- **Plan International Canada** – As part of Plan International’s *Girls Belong Here* program, Corus hosted a half-day virtual workshop with a group of young women focused on Diverse Storytelling. The workshop included interactive discussions with leaders across the business, including so.da, Kids Can Press, Original Programming and representatives from Corus’ DEI Council.
- **Community Youth Engagement Program** – Corus’ Community Youth Engagement Program is focused on supporting students from underrepresented communities and providing them with an opportunity to explore career possibilities in television and radio, animation, journalism and publishing.

### **A Whole-of-Industry Approach to Gender Parity is Needed**

Corus remains committed to closing the gap for women in our industry. We will continue to exert our decision-making powers to affect change, continue to support the development of new creative talent through a range of initiatives, and use our power/influence to approve key creative talent in commissioned properties as a means to affect change in Canadian productions. However, as we have noted in previous years: we cannot do this alone.

While we will continue to do our part to drive the decisions we can control, we must not forget that CRTC regulations require us to purchase the vast majority of our high budget programming from independent Canadian producers, over whom we have limited control (as noted above).

We hope these other parties will join us in this important effort. Only together, with a whole-of-industry approach, which includes Canadian independent producers and digital media broadcasters, can we achieve lasting change for women in our industry.

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