

A photograph of a modern building courtyard. Two red, vertically-ribbed walls frame the view, each featuring a large, white, stylized flower-shaped sculpture. In the background, a tall glass skyscraper rises against a clear blue sky. A dark metal railing is in the foreground, and a gravel-covered area is at the bottom. A white text box is centered in the lower half of the image.

# **CBC/RADIO-CANADA AT A GLANCE**

CBC  Radio-Canada



# About CBC/Radio-Canada

The Canadian Broadcasting Corporation is Canada's national public broadcaster with a mandate to celebrate Canadian culture and support democratic life through a wide range of content that informs, enlightens and entertains. A federal Crown Corporation, its mandate and independence are set out in the **Broadcasting Act**.

While CBC/Radio-Canada began as a radio broadcaster in 1936, today it is a multiplatform public service media company, with services in radio, television and digital. It offers high-quality Canadian news, information, entertainment, and sports programming through its websites, streaming services, podcasts, and television and radio programming.

CBC/Radio-Canada plays a central role in strengthening Canadian culture and offers a uniquely Canadian perspective on news, current affairs and world affairs. It provides content in Canada's two official languages, English and French, as well as in eight Indigenous languages: Cree, Dehcho Dene Yatı, Dëne Sųłıné (Chipewyan), Gwich'in, Inuktitut, Inuvialuktun, Sahtu Got'ine Godi, and Tłıchq̓ (Tlicho). It also delivers content in Spanish, Arabic, Chinese, Punjabi and Tagalog through **Radio Canada International**.



CBC Kids Day in Toronto, 2019

# Connected and accountable to Canadians

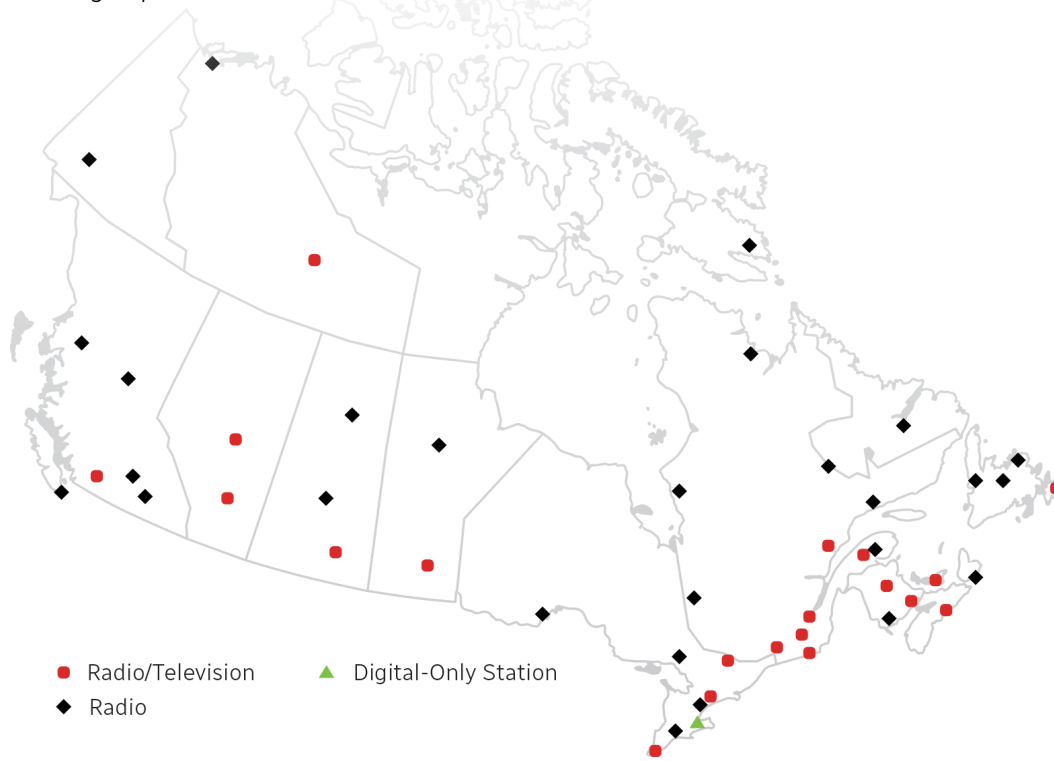
CBC/Radio-Canada's head office is in Ottawa. Its English service, CBC, is headquartered in Toronto and its French service, Radio-Canada, is headquartered in Montreal, with community-based locations across the country, including 27 television stations, 88 radio stations and one digital-only station.

CBC/Radio-Canada has five subscription television channels and four Canada-wide radio networks, two in English, and two in French. Around the world, it has six permanent foreign bureaus, and sets up temporary pocket bureaus as needed.

CBC/Radio-Canada has a permanent staff of approximately 6,600 employees, in addition to 1,000 temporary and contractual workers. It is headed by a Governor-in-Council appointed President and CEO, currently **Catherine Tait**, who oversees an eight-person Senior Executive

Team. The Corporation is governed by a 12-person Board of Directors, appointed by the federal government based on the recommendations of an independent advisory panel. It is regulated by the Canadian Radio-television and Telecommunications Commission (CRTC).

CBC/Radio-Canada takes seriously its obligation to be transparent and accountable to Canadians through its **Annual Public Meeting, proactive disclosures, responses to access-to-information requests, and other reporting activities** to the government, the public, the CRTC and the Auditor General of Canada. Its **Ombudsmen** ensure that its journalism meets the standards of accuracy, fairness, balance, impartiality and integrity as expressed in the **Journalistic Standards and Practices**.



CBC/Radio-Canada stations across the country

# Reflecting contemporary Canada

Nothing is more important to CBC/Radio-Canada than serving Canadians. All Canadians.

Every day, as the public broadcaster, we strive to reflect Canadians' perspectives in the stories we tell and share.

With its **2022-2025 Equity, Diversity and Inclusion Plan**, CBC/Radio-Canada is ensuring all Canadians are represented in its programming and in its workforce, including in leadership. CBC/Radio-Canada has committed that half of its new hires for executive and senior management positions will be Indigenous people, racialized people, or people with disabilities. It has also committed to doubling the retention and promotion rates of Indigenous people, racialized people, and people with disabilities.

This ambition to improve access to opportunities for everyone extends to the sets and writers' rooms of its shows, where CBC/Radio-Canada is making more space for groups that are underrepresented in key creative positions.

CBC/Radio-Canada partners with organizations such as Reelworld Film, the ReelAbilities Film Festival, BIPOC TV & FILM, the Black Screen Office and the Indigenous Screen Office to support the development of projects from creators who are Indigenous, racialized or have disabilities.



# Building Our National Indigenous Strategy

CBC/Radio-Canada has been serving Indigenous communities across Canada since the establishment of the northern service in 1958, but has never designed a national plan of action to achieve a specific overall objective. In 2020, CBC and Radio-Canada created two Indigenous advisor positions to build upon its commitment to improve service to First Nations, Inuit and Métis Peoples across Canada. They were asked to co-lead the development of an Indigenous Strategy at the public broadcaster with meaningful input from Indigenous Peoples inside and outside the organization.

The Indigenous Strategy will aim at creating equitable opportunities, supporting representation and self-determination for Indigenous Peoples, and will be centered on bringing about fundamental structural changes while repairing and maintaining relationships.

With this strategy and the processes to bring it to life, CBC/Radio-Canada intends to address past harms, reflect on them, and work its way toward the acknowledgement of truth.

Since September 2021, an Indigenous Strategy Working Group composed of Indigenous and non-Indigenous employees has been designing a process to engage First Nations, Inuit and Métis Peoples at CBC/Radio-Canada, in the industry and in communities across Canada. The group seeks to build a body of work that will sustain across time. In alignment with CBC/Radio-Canada's [2022-2025 national Equity, Diversity and Inclusion Plan](#), the Strategy's approach focuses on four elements: content, culture, workforce and community engagement. The work is also guided by foundational documents for the implementation of Indigenous Peoples' human rights.



# Indigenous Community Engagement

CBC/Radio-Canada will be conducting over 20 mostly in-person engagement sessions with Indigenous individuals, communities and organizations across Canada from April to September 2022. As members of First Nations, Inuit and Métis, you are invited to share your perspectives on how the national public broadcaster can represent and reflect diverse Indigenous cultures, interests and needs.

As a media organization, CBC/Radio-Canada recognizes the importance of its role in accurately representing Indigenous Peoples. Feedback given at the engagement sessions will shape the development of the National Indigenous Strategy and thus impact the national public broadcaster's content, workplace culture, workforce and relationships with Indigenous communities.

Here are the two consulting firms leading the engagement process:

- 1) **Indigenous Leadership Development Institute** will conduct sessions in English for CBC.
- 2) **Acosys Consulting Services** will conduct sessions in French for Radio-Canada



CBC/Radio-Canada engagement sessions locations