



PROGRESS IN PROGRESS

2022-2025 EQUITY, DIVERSITY AND INCLUSION PLAN

REFLECTING CONTEMPORARY CANADA

Progress in Progress is our 2022-2025 Equity, Diversity and Inclusion (EDI) Plan. It accelerates the work we have already begun in order to deliver on our commitment to support and reflect the range and richness of this country's diversity in the content we create, as well as in our workforce.

OUR EDI VISION

By 2025, our unwavering commitment to equity, diversity and inclusion (EDI) in everything we do makes us an inspiring public service media company and employer. As a catalyst for change, we stand strong in our values, creating space for learning, innovation and courageous conversations. We earn trust through inclusive content that connects genuinely with people and their realities.

OUR COMMITMENTS

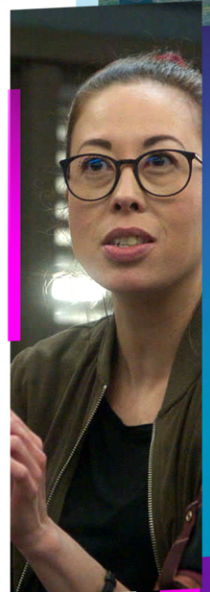
Half of all new hires for executive and senior management positions at CBC/Radio-Canada will be Indigenous Peoples, racialized people, or people with disabilities.

Retention and promotion rates for Indigenous Peoples, racialized people, or people with disabilities will be doubled.

By 2025, at least one of the key creative roles in all English- and French-language programs will be held by someone who is Indigenous, racialized, a member of LGBTQ2+ communities, or has a disability.

5 PILLARS TO GUIDE US

- 1 Choosing EDI**
We will recognize and remove barriers by applying an EDI lens in all parts of our work.
- 2 Content for all**
We will ensure our content reflects the experiences of all people living in Canada.
- 3 Workplace culture**
We will foster EDI as a value shared and owned by everyone at CBC/Radio-Canada.
- 4 Connected to communities**
We will connect with underrepresented communities to better understand and meet their expectations and needs regarding CBC/Radio-Canada.
- 5 Straightforward communication**
We will ensure accountability through openness and regular and authentic communication that unite us under a common vision.





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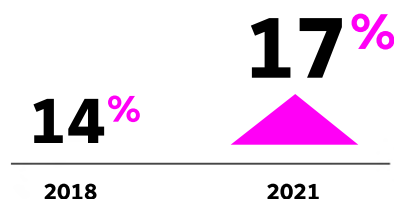
2022-2025
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| NOTHING IS MORE IMPORTANT TO CBC/RADIO-CANADA THAN SERVING CANADIANS

At CBC/Radio-Canada, we have committed to creating the personal, relevant, and engaging experiences that Canadians expect. This can only be achieved when all people living in Canada feel that their public service media truly reflects and celebrates them, their experience, and their perspectives in our content and in our workforce.

| WHAT WE'VE DONE SO FAR

| RACIALIZED EMPLOYEES IN MANAGEMENT ROLES



| EMPLOYEES BELONGING TO LGBTQ2+ COMMUNITIES



+20

EMPLOYEES

Hired for or assigned EDI roles in 2020-2021 alone

63%

OF MANAGEMENT ARE WOMEN

We are a gender parity leader in Canadian media

MORE THAN

75%

Corporation staff took unconscious bias training introduced in 2021

For more information

See the complete 2022-2025 Equity, Diversity and Inclusion Plan

at: cbc.radio-canada.ca/edi-plan.

Contact us: edi@cbc.ca

