Fiscal 2020
Summary of Diversity & Inclusion Initiatives
The National Media Group has created seven Employee Resource Groups (ERGs) that drive education, events, and community support and involvement across the company. Those groups are:

- Women at Meredith
- OUT (LGBTQ+)
- Women in Tech
- :BLACKPRINT (African American)
- (Gen Z and Millennials)
- (Asian)

Throughout Meredith's Local Media Group, ERGs create Diversity and Inclusion education and experiences for employees based on the needs and opportunities identified at each television station. The ERGs have planned and sponsored celebrations to educate staff and raise awareness of multicultural holidays and celebrations such as Latino Heritage Month, Black History Month, Chinese New Year and Diwali. (Page 24)

Meredith financially supports and participates in LGBTQ Pride events, and hosts Pride-education forums. (Page 25)

:M:BLACKPRINT presented a two-part series titled “Racy Conversations: Inspiring the Antiracist Generation” about race and privilege in America's past and present. (Page 25)

:M:BLACKPRINT has implemented training sessions about unconscious bias for the leadership team, which will soon be rolled out to the entire organization. The training addresses and defines the concept of unconscious bias and how it affects decision making. (Page 24)

:M:BLACKPRINT hosted a candid virtual employee discussion shortly after the death of George Floyd. Employees who joined this virtual event expressed their feelings and emotions related to racial justice in society and at Meredith. The discussion was recorded and shared with all employees. (Page 25)

Through the work of its Employee Resource Groups, Meredith celebrates its diversity by commemorating Black History Month, Hispanic Heritage Month, Asian, American and Pacific Islander Heritage Month, and more. (Page 25)

Meredith hosted virtual events to keep employees connected while working remotely during the COVID-19 pandemic. In fiscal 2020, several Meredith employee resource groups hosted virtual events that were open to all employees. These events included virtual happy hours, book discussions, cooking demonstrations, and more. (Page 25)
Employees are Meredith’s best recruiting tool, and their referrals are often the most successful candidates. This is why Meredith has an incentive in place to encourage additional employee recommendations. (Page 26)

Meredith is creating partnerships with diverse professional networks to expand recruitment efforts, as well as create a pipeline for the talent necessary to take Meredith to the next level. Some of those organizations are:

- America’s Job Exchange
- ANA Made Program
- AnitaB.org Institute/
- Grace Hopper Celebration
- ColorComm
- Emma Bowen and T. Howard Foundation
- Executive Leadership Council
- Lesbians Who Tech
- Jopwell
- NABJ/NAHJ/AAJA/NLGJA
- The Black Creatives (Page 26)

Meredith has created baseline statistics of staff diversity both corporatelywide and by business unit. The company tracks and reviews these numbers quarterly. The goal is to create a workforce profile that is more representative of the customer base Meredith serves and the communities in which it operates. (Page 26)

Meredith is taking steps to ensure that it is reaching a more diverse group of candidates to bring into the recruitment process and measuring results. (Page 26)
While recruitment efforts are vital to Meredith's future, it is necessary to ensure that the company is creating an environment for all employees to be managed in a way that positions them for success. (Page 27)

Meredith created a platform for companywide discussions on relevant topics. The first session in this series was Strategies for Self-Care During Turbulent Times. It provided staff a space to process the equal justice movement through the lens of wellness and self-care. (Page 27)

Meredith has formally committed to the Paradigm for Parity initiative, which is a call to action for gender equality in the workplace, and provides a road map for progress, including:

- Minimizing unconscious bias;
- Increasing the number of women in senior roles; and
- Identifying women of potential and providing them with mentorship and opportunity. (Page 28)

Meredith gave employees the day off to celebrate Juneteenth, and also gave employees a half day off to reflect on racism, equality and the death of George Floyd and others. The company provided extensive resources that employees could use to deepen their knowledge and understanding, as well as contemplate their own feelings. (Page 27)

Meredith conducted a pay parity analysis that was completed at the end of calendar 2019 to identify and correct any inequities affecting women and employees of color. The company continues to monitor pay practices. The analysis confirmed that there are no systematic weaknesses or inconsistencies with Meredith's pay practices. On average, approximately 95 percent of employees are paid within the predicted pay ranges, across all groups regardless of gender or race/ethnicity. (Page 27)

As part of Meredith's corporate partnership with She Runs It, all employees receive a free membership which includes invitations to events, mixers, and development workshops sponsored by She Runs It. (Page 28)
INDUSTRY LEADERSHIP

Meredith is proud to participate in initiatives that aim to help the media industry and business overall reexamine their Diversity and Inclusion practices and adapt to a changing landscape in order to better reflect the diversity of modern consumers and audiences.

CEO ACTION FOR DIVERSITY & INCLUSION

In 2019, President and CEO Tom Harty joined CEO Action for Diversity and Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. As such Meredith has committed to implementing the following practices:

- Create a workplace where employees can have complex and sometimes difficult conversations about diversity and inclusion.
- Implement and expand unconscious bias education.
- Share best practices around diversity and inclusion.
- Create and share strategic diversity and inclusion plans with Meredith's Board of Directors. (Page 29)

#SEEHER

In 2018 Meredith announced a ground-breaking partnership with the Association of National Advertisers on a new industry-wide initiative called #SeeHer. It focuses on ensuring women and girls are accurately portrayed in advertising and media and eliminating the unconscious gender bias that currently exists in programming and advertisements. Meredith is supporting #SeeHer with editorial coverage, masthead branding, PR, and a print and digital advertising campaign. (Page 29)

BUSINESS COALITION FOR THE EQUALITY ACT

In 2019, Meredith signed on to the Business Coalition for the Equality Act. This Coalition is a product of the Human Rights Campaign and consists of leading US employers that have given their formal support to efforts to pass the Equality Act, federal legislation that would provide the same basic protection to LGBTQ+ employees as are provided to other protected groups under federal law. (Page 29)

GEM™

Related to #SeeHer, Meredith and all of the company’s national brands have undergone GEM™ certification. GEM™ is a data-tracking gender equality measure to help identify best-in-class advertising and programming that supports girls and women. Meredith Corporation is the first-ever GEM-certified publisher, and The Foundry, owned by Meredith, is the first GEM-certified content agency. (Page 29)
From a content perspective Meredith is focused on creating meaningful reporting about Black, Indigenous, People of Color (BIPOC) news and storytelling. Meredith has made a pledge to bring in more diverse writers, voices and photos and well as foster diversity within the company's management and employee base. (Page 30)

These highlights represent a summary of Meredith's Diversity and Inclusion efforts as detailed in the Fiscal 2020 Corporate Social Responsibility (CSR) Report that is located in full on Meredith.com. The full CSR Report also contains sections highlighting Meredith’s ongoing work in Volunteerism & Charitable Giving, Human Resources, Wellness, and Environmental Sustainability.