Meredith is committed to these components of its Diversity & Inclusion efforts:

- Increasing employee diversity across the organization;
- Facilitating inclusion efforts within the workplace;
- Creating education and awareness opportunities, and
- Ensuring Meredith brands reflect the diversity of their consumers.

Meredith believes in and strives for an environment based on respect for all individuals and provides equal employment opportunity to all people, regardless of race, color, national origin, sex, creed, religion, age, disability, sexual orientation, marital status, military service or any other characteristic. Meredith values a diverse workforce.

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:

- Asian American Resource Group (Asian)
- BE@T Meredith (African American)
- Hola Meredith (Hispanic)
- OUT Meredith (LGBTQ+)
- Women at Meredith
- Women in Tech (Gen Z and Millennials)
- <wit/>

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, Black History Month, Chinese New Year and Diwali.

2018 / 2019 PRIDE COMPANY OF THE YEAR

Meredith was named Pride Company of the year in Des Moines in 2018 and 2019.
Meredith is committed to advancing the careers of women and employees of all backgrounds and ethnicities and has many programs and partnerships in place to provide support and mentorship.

CORPORATE EQUALITY INDEX

In 2019 Meredith completed the Human Rights Campaign’s Corporate Equality Index (CEI) and received a 90 percent score. The CEI is the premier benchmarking survey for US companies related to LGBTQ+ workplace equality. The CEI rates companies and top law firms on detailed criteria falling under five broad categories:

- Non-discrimination policies
- Employment benefits
- Demonstrated organizational competency and accountability around LGBTQ+ diversity & inclusion
- Public commitment to LGBTQ+ equality
- Responsible citizenship

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 roadmap 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.

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.
INDUSTRY PARTNERSHIPS

Meredith is proud to participate in initiatives that aim to help the media industry as a whole reexamine its Diversity and Inclusion practices and adapt to a changing media 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.

In 2018, Meredith announced a ground-breaking partnership with the Association of National Advertisers on a new industry-wide initiative called #SeeHer. It is focused 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.

GEM™

Related to #SeeHer, Meredith and all of the company’s national brands are undergoing 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.

In 2019, Meredith signed onto the New Majority Ready initiative sponsored by GroupM. The initiative gathers leading media, technology, and publishing organizations to help brands better adapt to and develop audience and media strategies aimed at addressing shifting US demographics.
Along with Meredith’s commitment to accurate portrayals of women, the company is also focused on ensuring its brands reflect the diversity of their audiences and the U.S. Click here to see examples of how Meredith is working to represent people and families of all backgrounds within its publications.

This brochure represents a summary of Meredith’s Diversity and Inclusion efforts as detailed in the Fiscal 2019 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.