



2021

DIVERSITY REPORT

A+E
NETWORKS

A&E

H
HISTORY

Lifetime

LMN

fyi,

VICE TV





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I am so pleased to be sharing the first A+E Networks® Diversity Report.

I fundamentally believe that a diverse and inclusive workforce — one comprised of different genders, ages, ethnicities, races, nationalities, cultural backgrounds, languages, beliefs, ideologies, sexual orientations, physical abilities and neurodiversities — is not only valuable but very necessary to realize our full creative and commercial potential. With our different perspectives and skills, we collectively have more experience and knowledge to solve problems, meet challenges and fuel ideas that are new and innovative.

We are all creative. In this industry and particularly at A+E Networks, I have seen firsthand that creativity can come from anywhere and anyone. And to nurture creativity, you need vulnerability and trust. Because of the rich diversity within our A+E Networks community, we can foster vulnerability and build trust, our team members can be their authentic selves and we can bring out the best in each other. When we are seen, heard, represented and valued, we can continue to grow in confidence and achieve great things together.

This all starts with transparency and accountability. So while this may be our first diversity report, it will certainly not be our last.

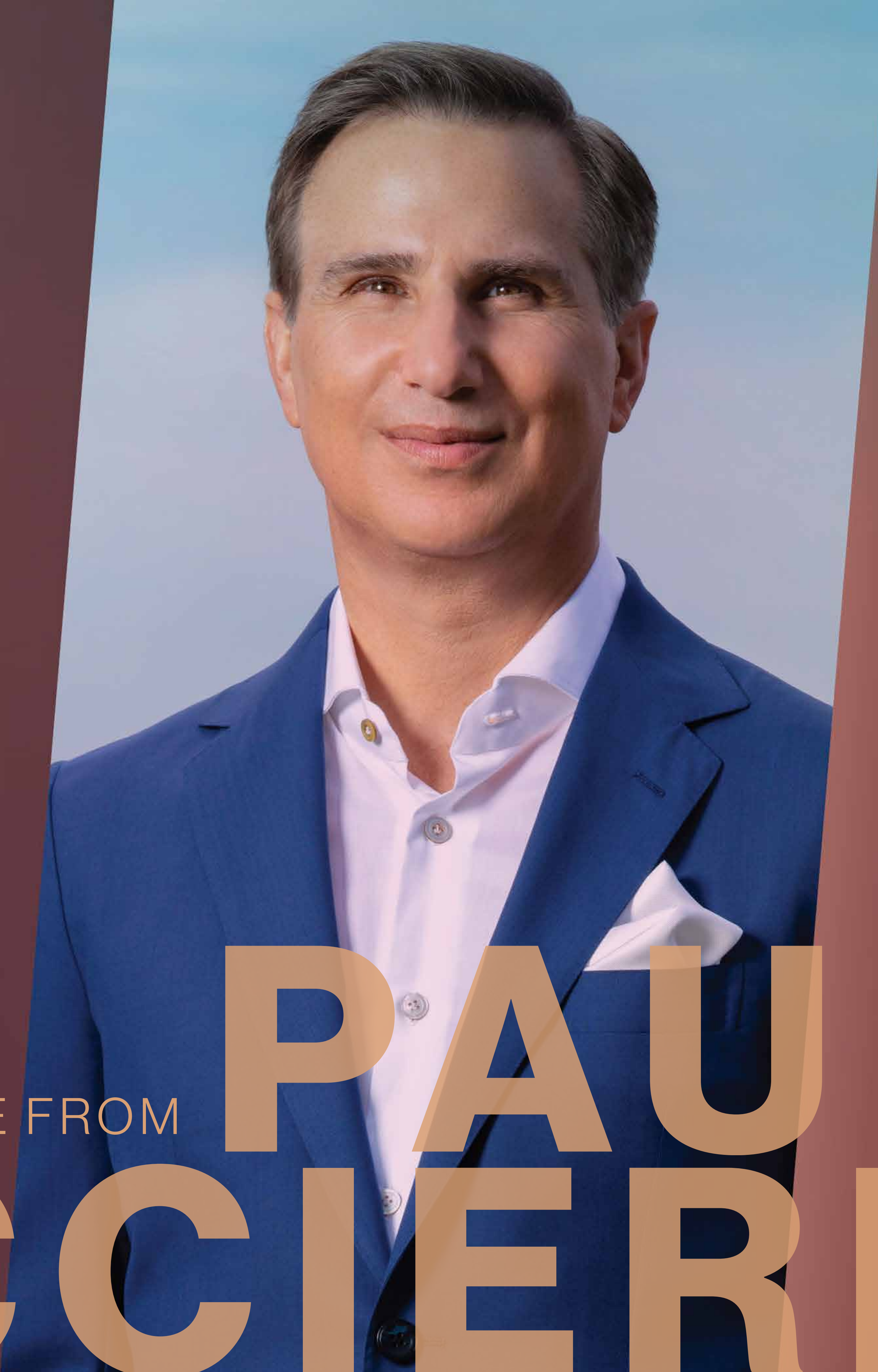
There is and always will be **work for us to do**, conversations to have, opportunities to listen and learn. I believe the journey to a more just, equitable, inclusive and diverse culture is never-ending. It's only just begun.

Paul Buccieri

Paul Buccieri
President and Chairman, A+E Networks Group

A NOTE FROM

PAUL
BUCCIERI





REFLECTING ON OUR

DIVERSITY, EQUITY, INCLUSION

JOURNEY

The 2021 publication of our inaugural **Diversity Report** marks a milestone in the A+E Networks® journey to becoming a more diverse and inclusive organization.

This report on diversity, equity and inclusion (DEI) at A+E Networks reflects our progress to date as well as our ongoing commitment to lead real, meaningful change for our employees, audiences and the communities we serve.

HOW WE DEFINE DEI

We believe words hold power. Our definition of DEI is embedded into all of our diversity efforts and the daily interactions of our business.

DIVERSITY

Representation of various identities and differences.

EQUITY

Fair treatment, equal opportunity and the removal of systemic barriers that stand in the way of inclusion.

BELONGING

The psychological outcome of feeling like an accepted member of a group because you have felt an appreciation for your uniqueness and individual contribution.

INCLUSION

Actively bringing together a diverse group of voices and empowering those voices to have meaningful impact and influence.

OUR VISION

Our people, culture and organizational health drive our performance and success. Every day, working respectfully together and with our partners, we will meet our viewers wherever and however they consume content while continuing to maximize and fortify our core businesses.

OUR MISSION

Create, develop and illuminate entertaining, purpose-driven content that is accessible and captivating to the most expansive, worldwide audience possible.

COMPANY
VISION & MISSION

WHO WE ARE

We are a global media and entertainment brand portfolio that finds, cultivates, illuminates and markets entertainment content to worldwide audiences. We aspire to tell stories that reflect the richness of the diversity of our viewers and the world around us.

WHAT WE BELIEVE

We believe diversity, equity and inclusion drive creativity and innovation. We are passionate about building an inclusive workplace that promotes and values diversity. Different ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better results and content.

OUR VALUES

We are committed to building and cultivating an inclusive and high-impact culture that values and inspires creativity, collaboration, coordination, accountability and trust.

OUR GOAL

We strive to empower our brands, media partners and employees to thrive and reach their full potential by fostering an environment that celebrates our unique differences, making each of us feel welcome and supported. We're committed to continually growing our network of talented people and evolving our career development programs.

MEETING OUR
MISSION & VISION

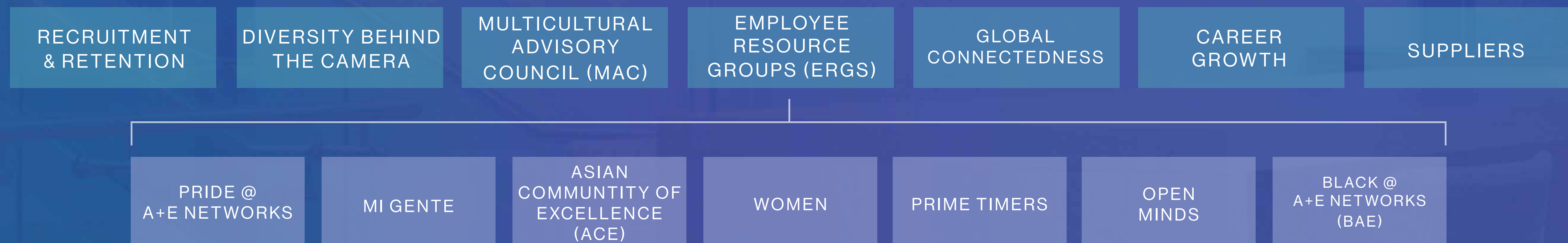
WE ARE

WHAT WE DO

It isn't just one path but rather a combination of many that leads to meaningful change. However, change requires action. Here's what we're doing, creating and magnifying to make progress.



DIVERSITY ADVISORY COUNCIL (DAC) COMMITTEES

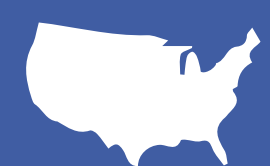




YEAR ONE DATA (IN THE U.S.)

To mark the first year of releasing our diversity data, we're reflecting on our findings as of June 1, 2021.

Here's how we're tracking to date.



1,316 U.S. Employees



130 Employees in Europe and Asia



9 Global Offices



200+ Territories Where Our Content Is Distributed



41 Languages Spoken on Television

DIVERSITY BY THE NUMBERS

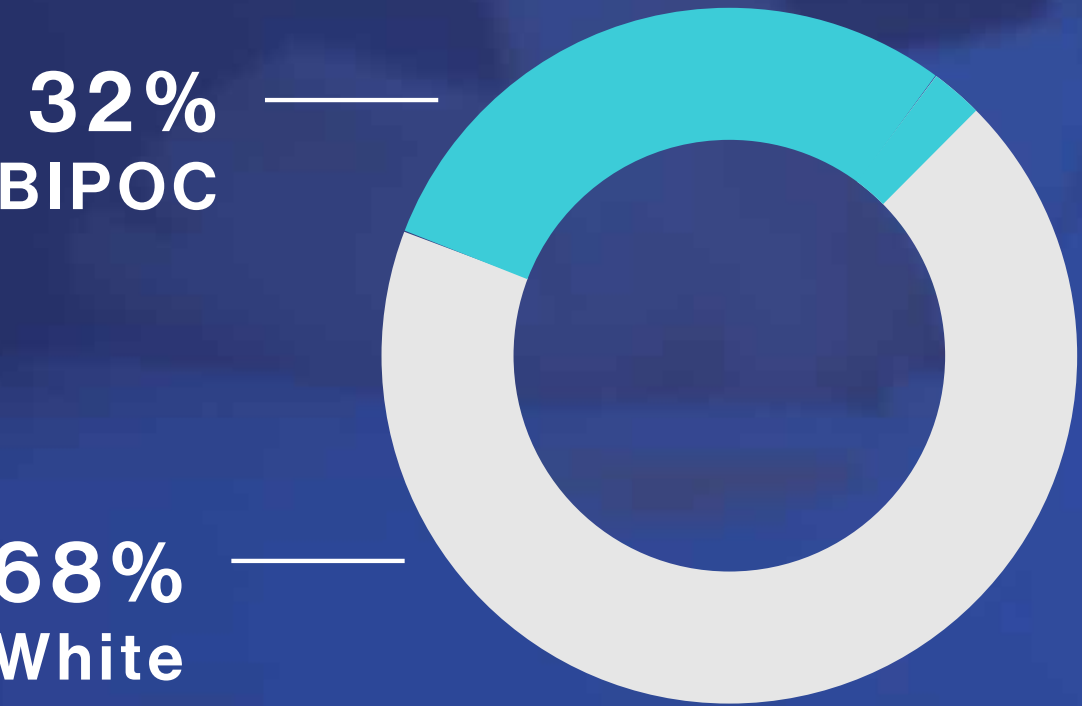
DIVERSITY BENCHMARKING

Gender and BIPOC data is U.S. only. The data does not include employees who chose not to self-identify. BIPOC reflects the EEO-1 categories required by the U.S. government reports.



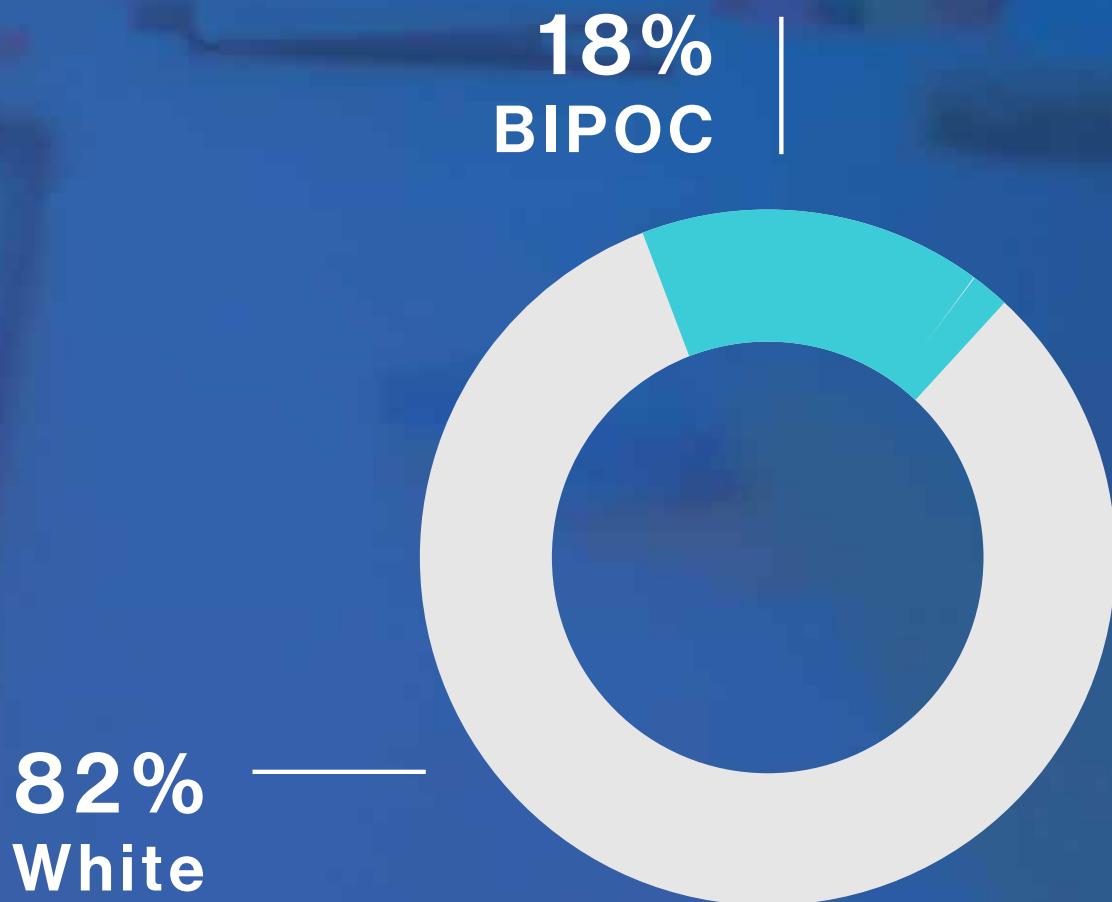
OVERALL

The overall A+E Networks® population is 53% female, 47% male; and 68% white, 32% BIPOC (includes two or more).



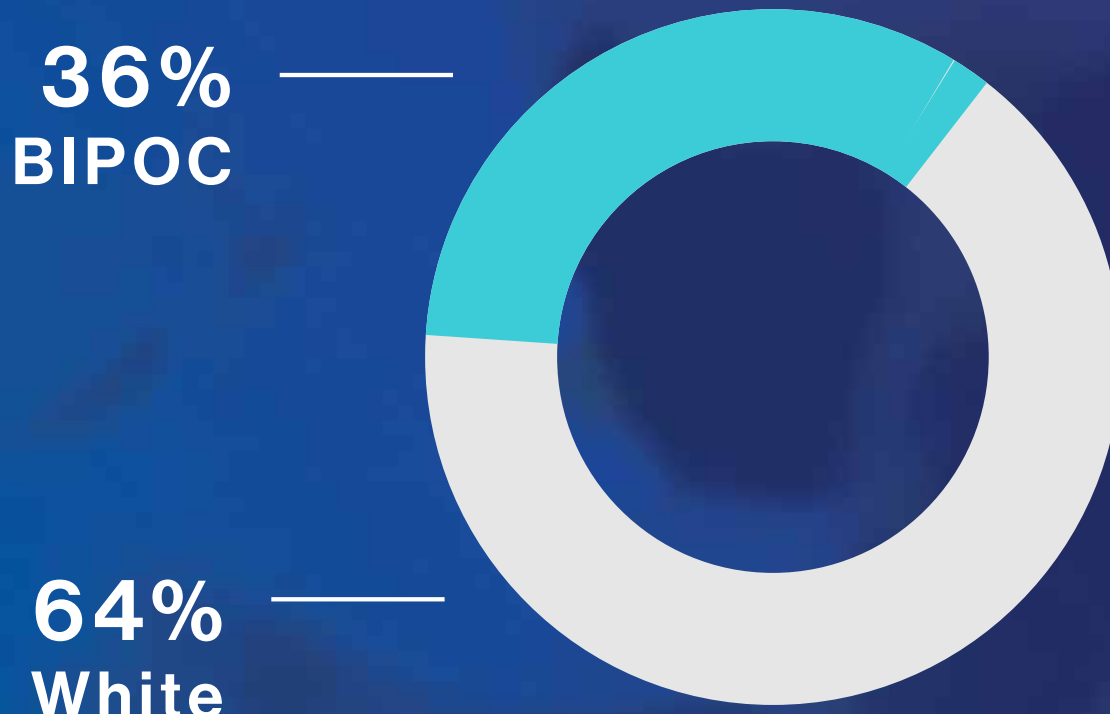
VICE PRESIDENT AND ABOVE

At VP level and above, the A+E Networks population is 52% female, 48% male; and 82% white, 18% BIPOC (includes two or more).



BELOW VICE PRESIDENT

Below VP level, the A+E Networks population is 53% female, 47% male; and 64% white, 36% BIPOC (includes two or more).



RECRUITMENT

At A+E Networks®, we strive to tell stories that reflect the richness of our audiences. To develop the best creative environment, we need storytellers and problem solvers to bring their best, most diverse thinking and approaches to work every day.

OUR HIRING POLICY

TOTAL U.S. HIRES IN 2020: 101



ACTIONS WE'RE TAKING

- Striving for diverse slates for every open role.
- Partnering with our employee-led Recruitment & Retention DAC committee to connect to diverse candidate pools.
- Leaning further into our current partnerships and exploring new ones to expand our networks and reach.
- Continuously assessing and improving the recruiting process to mitigate bias and provide an inclusive candidate experience for all who engage with our hiring process.



CHANGE BEGINS FROM WITHIN

We approach transformation from the inside out by moving forward together with intention. Our audiences, partners and employees deserve the best, and we will continue to put in the effort to make you proud to be a part of our A+E Networks® family.



**Named One of America's
Best Employers in 2021 by Forbes**

A+E Networks is proud to rank as a top employer in the Mid-Size Employer and Entertainment categories.

LEARNING AND DEVELOPMENT (L&D) INITIATIVES

A+E Networks® invests in growth and development offerings for all employees to support their career aspirations at the company.

“A+E Networks’ commitment to equity and inclusion opens career pathways. I’ve had the opportunity to spend nearly 15 years of my career at Lifetime.”

—Kannie Yu Lapack
SVP Publicity, Public Affairs and Social Media,
Lifetime® and LMN®

MENTORING

By pairing up employees from different areas of the company who have different leadership skills, our mentoring program provides opportunities for growth and connection through a structured platform through which our employees can learn from each other.



CAREER PATHING

Our career pathing initiatives, which have DEI expectations woven into each level of the roadmap, will provide all employees with a path to the “next level.”



MANAGER TRAINING

We are designing our manager training to provide our managers with the skills they need to be successful, including an understanding of how to build diverse teams and proactively promote inclusivity.

DIVERSITY

ADVISORY COUNCIL (DAC) & COMMITTEES

The Diversity Advisory Council and the committees it oversees are passionately committed to building an inclusive and high-impact culture that inspires creativity, collaboration, coordination, accountability and trust. Our aspiration is not only to reflect the diversity of the communities we reach but also to be deliberate and disciplined in our growth behaviors as we strive for a better shared future.



The **DIVERSITY BEHIND THE CAMERA** committee holds us and our production partners accountable to recruit and hire underrepresented groups to ensure our programming is reflective of our diverse culture and the audiences we reach.



The **RECRUITMENT & RETENTION** committee ensures every job seeker — including those from underrepresented groups — experiences a welcoming and inclusive workplace from the time they apply and throughout their tenure.



The **CAREER GROWTH** committee's mission is to create equitable paths for career growth and development across all levels through comprehensive foundational learning in diversity, equity and inclusion for all employees.



The **GLOBAL CONNECTEDNESS** committee's charge is to determine how best to harness the cultural diversity across our global offices to advance our overall plan to increase inclusion and connectedness.



The **MULTICULTURAL ADVISORY COUNCIL (MAC)**, established in 2016, is comprised of a diverse representation of our employees who work collectively to promote a culture of inclusion and social responsibility in our programming.



The **SUPPLIERS** committee ensures our suppliers strengthen our mission to create an inclusive environment, and we are committed to building meaningful business relationships and working with those that share that belief.

EMPLOYEE RESOURCE GROUPS (ERGs)



Our ERGs are communities that draw individuals together through common backgrounds and interests to connect, share, support and learn from each other.



A team that creates a positive and supportive environment for LGBTQ+ employees.



A community that cultivates, encourages and uplifts Black employees while giving them a safe space to discuss topics.



A team showcasing the accomplishments of our female employees while supporting them to be their truest selves.



A community that provides stigma-free support for our employees managing mental health challenges.



A team where employees of Asian and Pacific Islander descent can educate, celebrate and promote Asian culture.



A space where Latinx/Hispanic employees are represented, empowered, uplifted and recognized.



A community that fosters inclusion for all age groups and tackles issues surrounding age bias.



TOWN HALL EVENTS & CULTURAL CONVERSATIONS

In our rotating, monthly series of internal town halls and panel discussions — often featuring renowned cultural leaders — A+E Networks® seeks to both educate and create an open and honest forum for listening and feedback in the areas of diversity, equity and inclusion.



WITH PRIVILEGE COMES RESPONSIBILITY

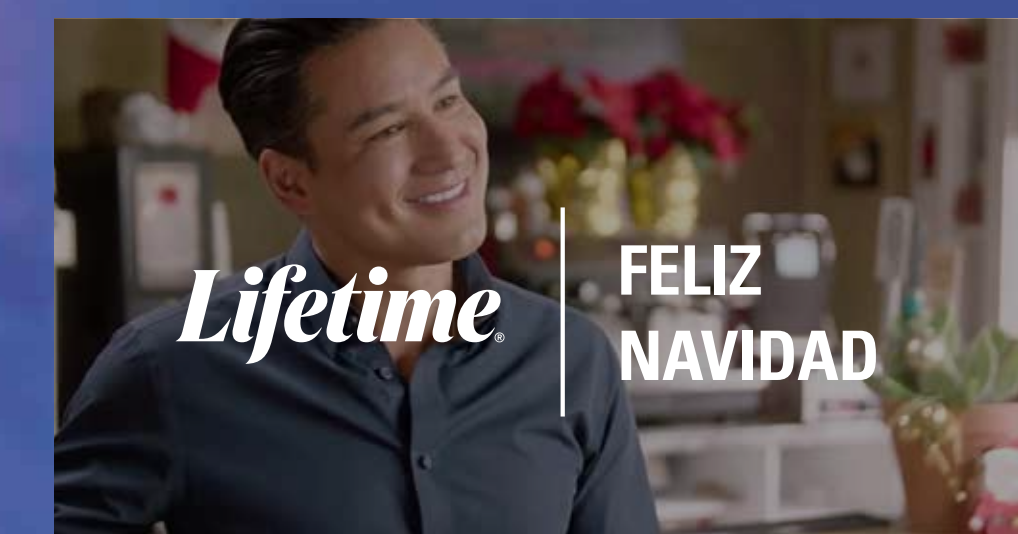
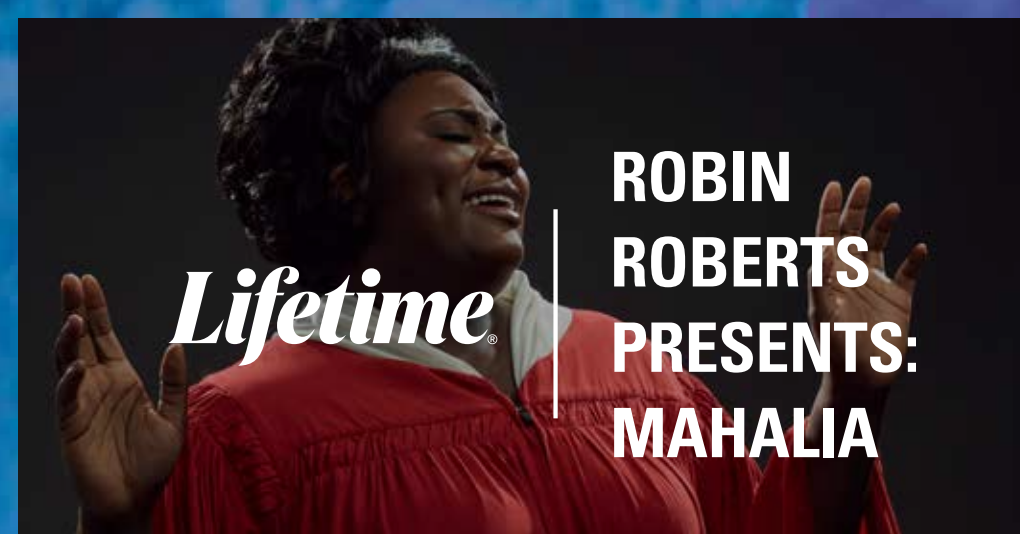
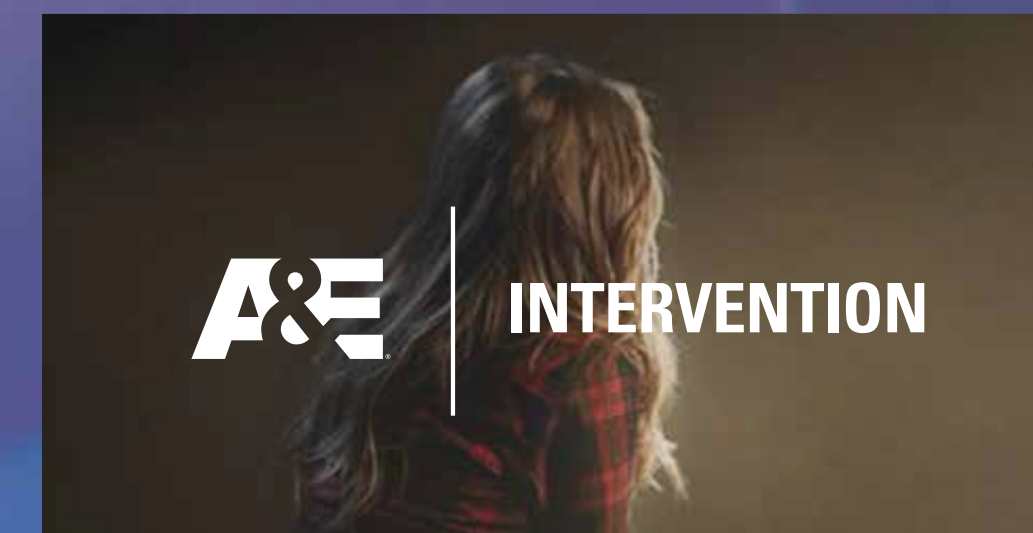
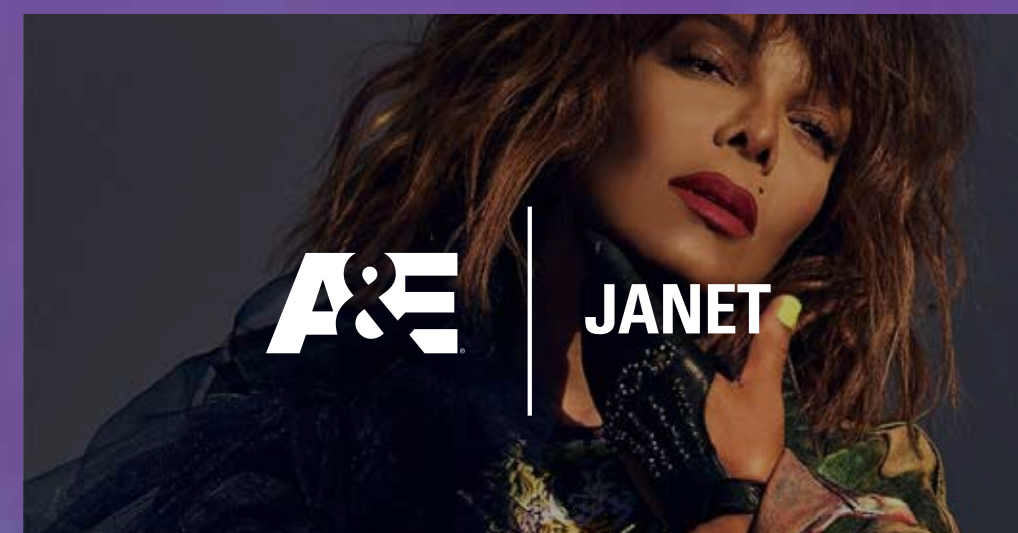
We recognize that social justice requires more than what we're used to giving, and it isn't the responsibility of the underrepresented BIPOC community to demand change. Here are just some of the ways we are coming together to leverage our resources, creativity, platforms and global reach for the betterment of all.

PROUD PROGRAMMING

At A+E Networks®, we believe our contribution lies not only in the excellence of our programming but also in our commitment to the communities we reach.



2020 Academy Award® winner for Best Documentary Feature (Short Subject)
2020 BAFTA winner for Best British Short Film



2019 Peabody Awards winner for Best Documentary



ON-AIR SHORT-FORM & PODCASTS

Our on-air town hall series and podcasts have brought critical subjects to the fore of national dialogue. We've covered mass incarceration, policing policy, racial justice, black spaces, female empowerment, anti-Asian violence and more.

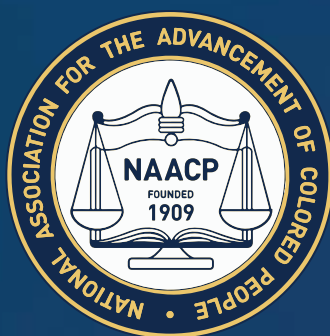
"I think diversity is a fundamental strength for every progressive society and company; I think it allows us to think bigger."

—Triniese Perkins
Specialist, Accounts Payable





VOICES
MAGNIFIED



Lifetime

EMPOWERING
WOMEN
MENTORING
GIRLS



THE
Hollywood
REPORTER
WOMEN IN ENTERTAINMENT
MENTORSHIP PROGRAM

BROADER
FOCUS

STOP
VIOLENCE
AGAINST WOMEN

Lifetime PRESENTS
VARIETY'S
POWER
OF WOMEN
FRONTLINE HEROES



MISSION
TO
HONOR



VARIETY
SALUTE
TO SERVICE

PROUD INITIATIVES & CAUSES

We continue our commitment to ongoing civic initiatives that foster equity in our community, from empowering women to increasing access to affordable services for the underserved to investing in education initiatives and more.



TAKE A VET TO SCHOOL DAY



THANK A VET AT WORK



PETE SGRO FELLOWSHIP



HISTORY HONORS



MISSION
TO
HONOR



M
MILITARY
HISTORY

WORKING WITH MILITARY AFFILIATES

Our long-standing commitment to veterans and military families includes recruiting and retaining top veteran talent, providing support and learning networks, and addressing challenges within the veteran community through outreach.

OUR PARTNERS





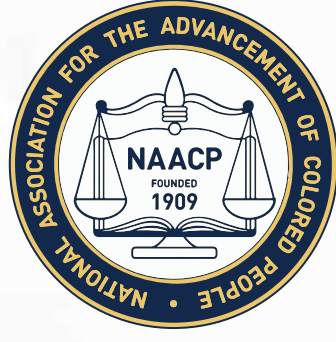





DIVERSITY

ALLIANCES &
PARTNERSHIPS

Our core partnerships with nonprofits and organizations help us give back at the national, local and community level. Our mutual efforts benefit diverse communities and organizations.

INDUSTRY RECOGNITION

(2020-2021 WINS & NOMINATIONS)



PAUL BUCCIERI
2021 HONOREE
MIP SDG Award

The industry has recognized A+E Networks® with numerous awards for its commitment to and investment in more representative programming. Likewise, individual employees have been honored for their diversity leadership within the past year.

9		2		10		1	OSCARS	1	
8		1		2		1		1	
1		6		2		3	REALSCREEN awards		
1		2		1		1			
1		2		7					

“We are very grateful to the United Nations and our partners at Reed MIDEM for recognizing our team’s commitment to equality, justice, diversity and inclusion. There is more work to be done, and we are honored to continue to join with our partners to achieve these goals.”

—Paul Buccieri
President & Chairman, A+E Networks Group

REALSCREEN

MIPTV to Recognize
A+E Networks, Paul Buccieri
with SDG Award



At A+E Networks, Diversity
Gets Prime Time Slot

DEADLINE

Lifetime and Robin Roberts Set
'The Mahalia Jackson Story'



A+E Networks Launches Voices
Magnified Campaign, Sets
Special 'Policing in America'

THE WRAP

Kareem Abdul-Jabbar Film
on Protests, Series on Black
Comedy, Hip-Hop



Why Black Biopics Reign
at Lifetime



Lifetime, Not Hallmark, Will
Be First to Feature LGBTQ
Romance in Holiday Movie

ESSENCE

Robin Roberts Honors Her
Father and the Tuskegee
Airmen In New Documentary

DIVERSITY

IN THE PRESS

Recognition allows us a moment to reflect on how far we've come in addressing inequity and discrimination within our industry and culture. But we have much work ahead of us.



A+E Networks® partnered
with MIPCOM to create
the Diversify TV Excellence
Awards and its Diversity
Summit.

A+E Networks sponsored
the annual *Variety's*
Power of Women event
and created a televised
version last year.



OUR PLEDGE

We pledge to champion diversity by building an inclusive culture, creating content that reflects the communities we reach and using our platforms, resources and reach to create a more equitable world. We want our company and our productions to reflect and be in line with the great diversity of the United States.

We realize that the work is never really done, that the pursuit is ongoing and that our efforts are reflective only of this moment. We know we won't always get it right, but we promise to constantly improve as we look toward the future.

