

**K** ■ **Knowledge Network Corporation**  
■ **DEI Action Plan**  
**2022-2025**

## KNC Mandate Actions

To support DEI within our government mandate, KNC has committed to the following actions over the next three years:

- Commission 25 per cent of Knowledge Original documentary features and shorts from B.C. independent Indigenous production companies (total commissions, over three years). Intersections of additional equity deserving groups will be applied across all of Knowledge Network's commissioning efforts to ensure representation of women, people with disabilities, and LGBTQ2S+.
- Commission at least 50 per cent of Knowledge Original documentary features and shorts from independent, Black and People of Colour (BPOC) led production companies (total commissions, over three years). Intersections of additional equity deserving groups will be applied across all of Knowledge Network's commissioning efforts to ensure representation of women, people with disabilities, and LGBTQ2S+.
- Prioritize better accessibility for viewers with disabilities, including visual impairment.
- Begin collecting race-based and other disaggregated data (e.g. equity deserving groups including Indigenous, racialized, people with disabilities, LGBTQ2S+ and women) through voluntary online user profiles and work with industry partners to find data solutions for television to better understand viewership.

## DEI Vision

Knowledge Network reflects the diversity of British Columbians through our television and streaming services and in our relationships with external stakeholders. We are an inclusive organization where all employees feel respected and valued for who they are.

## DEI Guiding Principles

We have a journey to workplace inclusion that will require constant listening and continual learning about different perspectives and perceptions. This Action Plan seeks to deepen employee engagement, enhance creativity, improve decision-making, and strengthen our relationship with independent producers - all towards providing a high-quality broadcast and streaming service to British Columbians. To maximize the impact of our Action Plan, KNC will adhere to the following principles:

- **Employees Matter**

Knowledge Network employees are our number one asset, and we are committed to a culture of mutual respect, dignity and inclusion, where all employees feel valued for who they are. Inclusion inspires us to do our best work for each other and those we serve.

- **Inclusive Decision-Making Matters**

An enhanced focus on diversity, equity and inclusion is paramount to providing a relevant, meaningful and high-quality service to British Columbians. We recognize and respect the diversity of backgrounds in everyone we do business with. We commit to adopting an informed approach to enhancing creativity and strengthening decision-making by using a DEI lens in all facets of strategic and business planning.

- **Relationships Matter**

Our programming promotes equity, diversity, inclusion, and anti-racism through topics of relevance to British Columbians. We commit to cultivating and supporting a more equitable and inclusive relationship with independent producers from Indigenous and equity deserving groups in B.C. to create diverse original stories and continue to increase opportunities to share their perspectives. This commitment extends to all external stakeholders.

- **Values Matter**

Our corporate values – trust, integrity, quality – inform all of our work. Accountability and transparency are also values that are integral to accomplishing our goals.

- **Indigenous Truth and Reconciliation Matters**

While much of the DEI work speaks to equity deserving groups, we value the importance and distinctiveness of Indigenous rights in relation to equity deserving groups as identified in the United Nations Declaration on the Rights of Indigenous Peoples.

# DEI Goals & Objectives

## Goal 1: Reflect the Diversity of British Columbians

This goal is both internally and externally focused. Internally, it aims to support an increasingly diverse workforce. Externally, it's our programming and the degree to which KNC reflects and caters to diverse audiences.

### Key Objectives:

- Collect diversity data as part of:
  - recruitment and onboarding process, as well as for existing employees
  - viewer surveys or market research.
- Diversify KNC talent pool.
- Diversify KNC employee base by filling the existing gaps in representation of the following equity deserving groups (in order of highest to lowest disparity with labour market availability (LMA):
  - Racialized individuals;
  - Persons with disabilities; and
  - Indigenous individuals.
- Understand the degree to which KNC serves diverse viewers.
- Ensure our programming includes the voices of diverse storytellers.

## Goal 2: Embody a Culture of Inclusion

This goal focuses on creating a culture that is more inclusive through enabling more consistent application of existing organizational policies. A large component of this goal can be accomplished by building capacity for KNC leaders to support them in making decisions that are informed by principles of inclusion and equity.

### Key Objectives:

- Optimize organizational policies.
- Implement policies and processes that remove barriers and enable inclusion.
- Build inclusive leadership capabilities and ensure that KNC leaders are champions in demonstrating our commitment to an inclusive workplace.
- Raise awareness and build capacity of employees around equity and inclusion in the

workplace through communication, training and education.

- Formalize a structure to support feedback to leadership on organizational opportunities and innovations that leverage diversity of employees.
- Value the importance and distinctiveness of Indigenous rights in relation to equity deserving groups, as separate from the broader DEI work.
- Develop processes and systems to prepare for implementation of regulations under the Accessible BC Act.
- Bolster our corporate values and cultural commitments.

### **Goal 3: Enable Equitable Access to Production Support and Funding**

This goal focusses on KNC's investment in original content and how to apply an equity lens to eliminate potential bias or access issues faced by equity deserving filmmakers who are attempting to have their projects licensed.

#### Key Objectives:

- Develop and implement processes that enable equity.
- Ensure that these processes are respectful, clear, accessible, and transparent.
- Track and analyze data related to licensing by KNC.
- Implement targeted support specific to equity deserving filmmakers.

### **Goal 4: Establish & Leverage Strategic Partnerships**

This goal seeks to connect KNC to the larger network of organizations and community groups that are working towards creating a more equitable and inclusive sector. Forging strong partnerships will allow for knowledge exchange between groups and support alignment across industry organizations to multiply impact in support of equity deserving groups.

#### Key Objectives:

- Engage and build relationships with industry stakeholder groups to support informed and community-centred enhancements within KNC policy, programs, and processes.