CBC SCRIPTED PROGRAMMING

Independent Production and Diversity Commitments

How We Are Changing

At CBC, we are deepening our commitment to truly reflect contemporary Canada and advance equity, inclusion and representation in the Canadian creative and production industry. We know we have a unique leadership role to play in this regard, and our work is ongoing.

These commitments formalize our ongoing efforts to increase equity and representation across all areas, and form the foundation to ensure that our original series will be led by a more diverse range of creative talent who authentically reflect more communities and perspectives across the country.

This foundation underpins the Scripted Team’s goal towards living up to our mandate and ensuring we are reflecting a true representation of Canada, both in the stories we share and who tells them.

The Scripted Team operates under the key principle of building and sharing power and creating equitable access to opportunity. We believe that journey starts within our team and culture and that great programming grows from empowering diverse voices, perspectives, and experiences.

Our Ongoing Minimum Commitments

1. To have a minimum 50% female directors across all scripted series (June, 2016)

CBC Significantly Increases Female Directors

Result: CBC/Radio-Canada has surpassed its goal of gender parity across its commissioned programs. During the 2018/19 broadcast year across all original English scripted and unscripted shows on all broadcast and streaming platforms, we supported 62% female-led projects where the majority of the key creative roles of producer, director, writer and showrunner were held by women.
2. **To ensure that at least one of the key creatives in all scripted and factual commissioned programs will be held by a person from a diverse background (June, 2019)**

CBC/Radio-Canada Announces New Diversity Commitment

Key creatives are producer, director, writer, showrunner, and lead performer. Diverse refers to members of visible minorities, Indigenous Peoples, persons with disabilities, and members of the LGBTQ2+ community.

Result: Target reached early for scripted series greenlit in 2020-2021.

3. **For all original series, to target a floor of 30% minimum hiring in key creative positions of people who self identify as Indigenous, Black, Persons of Colour and/or Persons with a Disability (June 2021)**

CBC Announces New Programming Diversity Commitment to Advance Equity and Representation in the Canadian Industry

Key creatives for scripted are writer, director, and principal performer. This is for all available positions a production is hiring for in any one season. For example, if a series is 10 episodes and shooting each episode sequentially, then there are 10 available director positions. If a series is block shooting, then each block is an available director position.

4. **For all original independent programming, to require a diversity plan which details how and where persons who are Indigenous, Black, Persons of Colour or Persons with a Disability will be included on screen and off screen (June 2021)**

CBC Announces New Programming Diversity Commitment to Advance Equity and Representation in the Canadian Industry
Questions and Answers

Once you meet a commitment, will you drop that commitment in favour of other newer commitments?
We will continue to meet all previous commitments until such time as we feel there is no longer the need (in which case we will publicly announce the change).

Will you continue to use commitments 1 and 2 as a condition of greenlight even where the target is met?
Yes we will.

For commitment 2, what if the talent pipeline is not as robust and the producer cannot hire a person from an equity-deserving group into one of the key creative positions listed?
In cases where the talent pipeline may not be as robust, we will expect a commitment from independent producers to mentor or train people from equity-deserving groups in one of the listed key creative roles of a greenlit production.

For commitment 3, how many episodes makes a series?
Over 6 episodes in length. Series under 6 episodes in length are not included as these are often written and/or directed by a single person or limited people.

For commitment 3, is the 30% minimum commitment over all 3 key categories listed or for each?
The 30% minimum is for each category. So, for example, in the writer category, at least 30% of all available writer positions are to be filled by individuals who self-identify as one or more of the following: Black, Indigenous, Person of Colour, Person with a Disability. Same is true for each of the director and principal performer categories.

For commitment 3, will you average the 30% across all CBC scripted series?
No - the 30% minimum is for each series individually.

For commitment 3, how do you define principal performers?
We will use the ACTRA definition.

**Will the independent producer be required to meet the commitments in their contracts?**
Yes, they will.

**For commitment 3, will it just apply to new series that get greenlit in 2021 and beyond, or will it apply to existing series?**
Yes, it will apply to existing CBC series over 6 episodes in length. 2021 is a “flex year” for existing series and in 2022 it will be an expectation.

**How will the public know how you are doing on your commitments?**
We will include updates here as they become available.