



**DIVERSITY, EQUITY & INCLUSION  
DISCOVERY UK REPORT 2021**



**JAMES GIBBONS,**  
Executive Vice President, General Manager, Discovery UK

At Discovery we are committed to using our voice to advocate for action around important issues of our time, that is true of our programming and our people.

We believe the most innovative ideas and solutions come from the widest range of thoughts and perspectives and we stand for equity, inclusion and mutual respect.

Diversity and inclusion is fundamentally about creating equal opportunities for everyone and in 2021 the Discovery UK Business\* renewed its commitment and focus to doing all we can to ensure our workforce is reflective of the diversity in our society.

We know it is our collective responsibility to work towards this outcome, but we can only do that if we know our starting point. That's why in 2021 we launched an internal initiative **#DiscoverYou**, a comprehensive DE&I data gathering exercise helping us to better understand the make-up of our workforce in the UK.


This was about setting the foundations for our future work, giving us a baseline of information on who we are today so we can better take action to improve who we are tomorrow.

This is a first for Discovery outside of the US and we have been inspired and energised by the response from our employees.

At the start of the process we committed to transparency with our employees, to the industry and as a signatory of *If Not Now When*, and so we are publishing our data in this 2021 DE&I Discovery UK report.

What our data has shown, is that as a UK Business our employee base is tracking above the UK labour market (12%)\*\* and the UK TV Industry (16%)\*\*, as per the Ofcom Diversity and Equal Opportunities in UK broadcasting Report 2021, in terms of minority ethnic group representation at 22%.

Looking closely at our senior leadership we are again over indexing on the UK TV Industry average (10%)\*\* with 13% minority ethnic group representation at VP level and above. This is certainly an area of focus and growth for us in 2022 as Discovery strives to ensure the company's leadership reflects the diversity of our employee workforce and audience base, and also prioritises equal remuneration.



In the UK Business, #DiscoverYou has also demonstrated the strength of female leadership in our organisation with 63% VP level and above, exceeding the UK TV Industry average (42%)\*\*. For 2021, we are also pleased that our pay gap results for our reported entity has decreased from the previous year, reporting for the first time a median pay gap in favour of women.

With a better understanding of who we are, work is now underway to look at how we can take real action to go further. This means working with teams across the UK Business to create new targets to improve ethnic diversity and representation throughout the organisation, annual data tracking to measure UK DE&I programme impact and progress - allowing us for the first time to provide more detailed aggregated data to the Ofcom industry diversity survey - and using the power of our voice and our platforms.

This builds on the commitments we've made in the last year, which include:

- Joining the **Creative Diversity Network** and embracing **Diamond** to collect data and monitor diversity within UK broadcasting
- The set up of our internal **Diversity Awareness Panel** formed to identify and discuss key issues and opportunities
- The introduction of **more inclusive recruitment and promotion practices**
- Partnering with the **Media Trust** to support under-represented young people looking to enter the industry
- Working to increase both **on-screen diversity** through our content and **off-screen diversity** through our supplier network.

These are just a number of initiatives outlined in this report, all of which move forward with ambition as we continue to define our DE&I strategy for the UK Business for now and the future.

**James Gibbons**

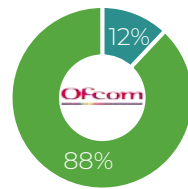
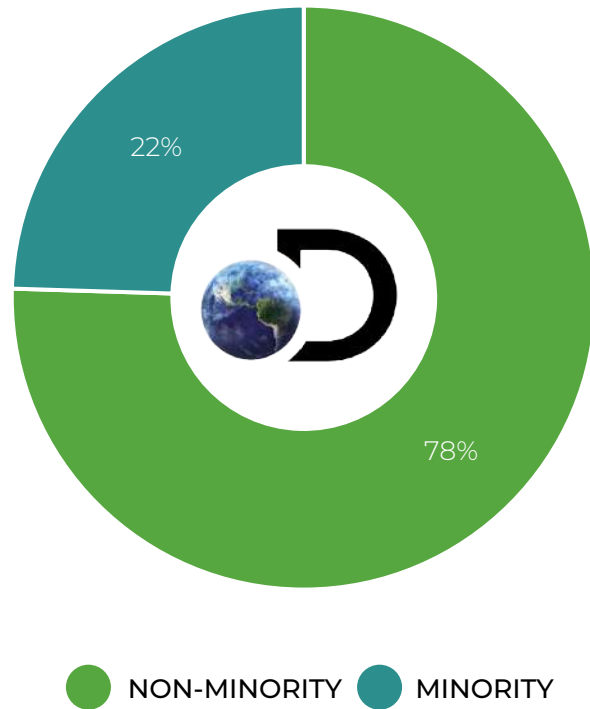
**Executive Vice President, General Manager, Discovery UK**

\* The Discovery UK Business accounts for all of those employees who work directly on the UK business portfolio and report to EVP James Gibbons

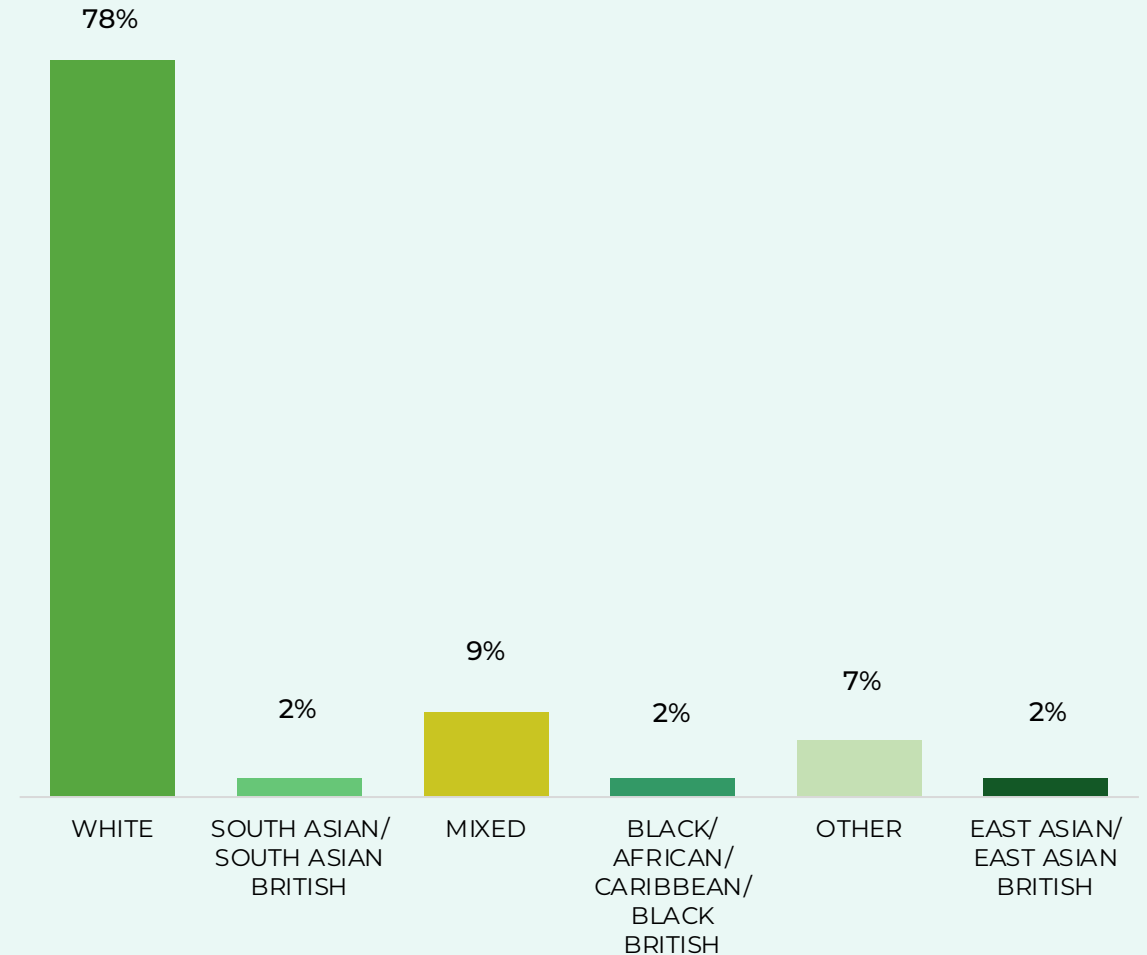
\*\* [Download:](#) Ofcom Five Year Review: Diversity and equal opportunities in UK broadcasting, published 2021

\*\*\* The Discovery UK Workforce accounts for all those employees based in the UK

# #DiscoverYou: Ethnicity, Discovery UK



UK Labour Market, Ofcom data 2021\*\*



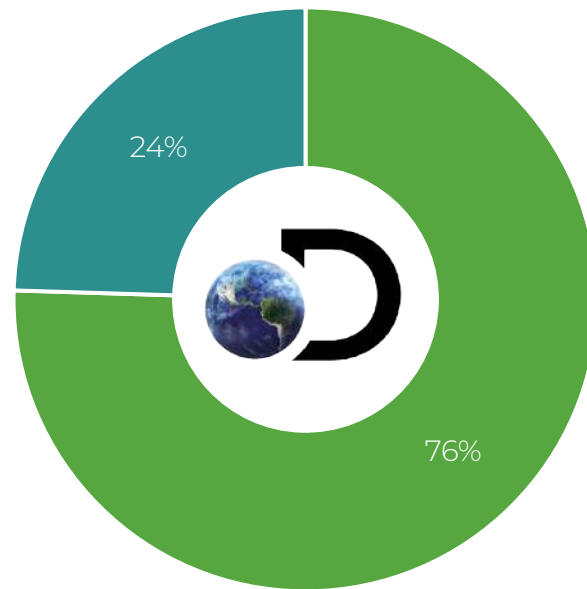
\*\* Ofcom Five Year Review: Diversity and equal opportunities in UK broadcasting, published 2021

Discovery UK data at September 2021

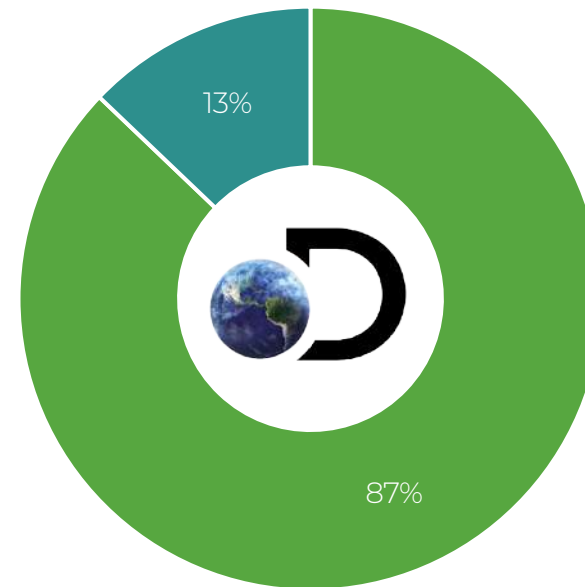
In order to keep data confidential, it is analysed in aggregated form. Any data relating to individual characteristics which would identify individuals is therefore not captured within this report.

# #DiscoverYou: Ethnicity, Discovery UK

ASSOCIATE SUPPORT – SENIOR DIRECTOR

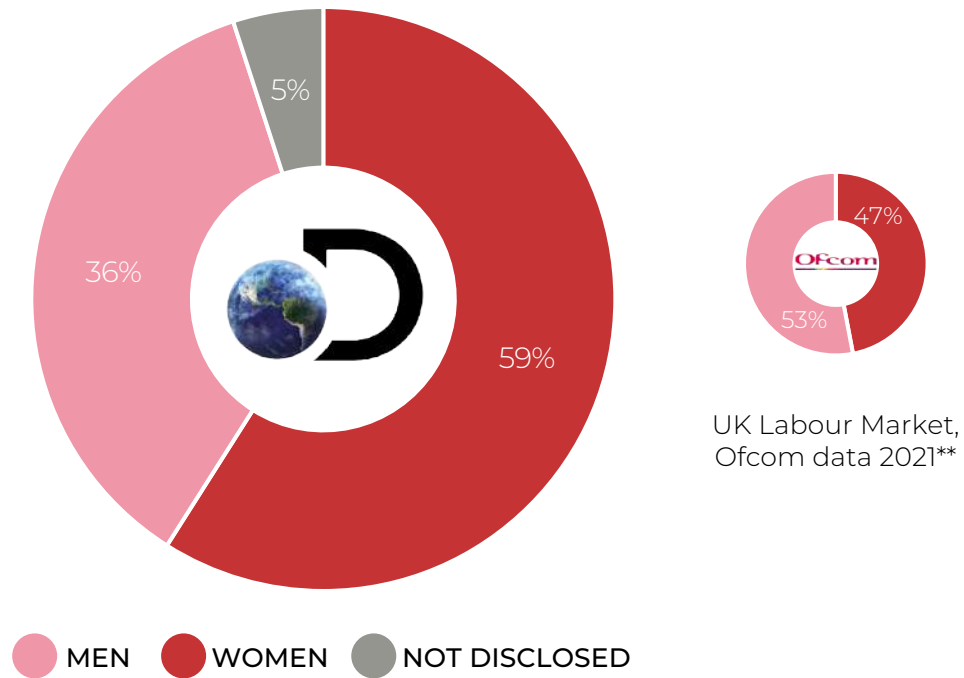


VP+



● NON-MINORITY ● MINORITY

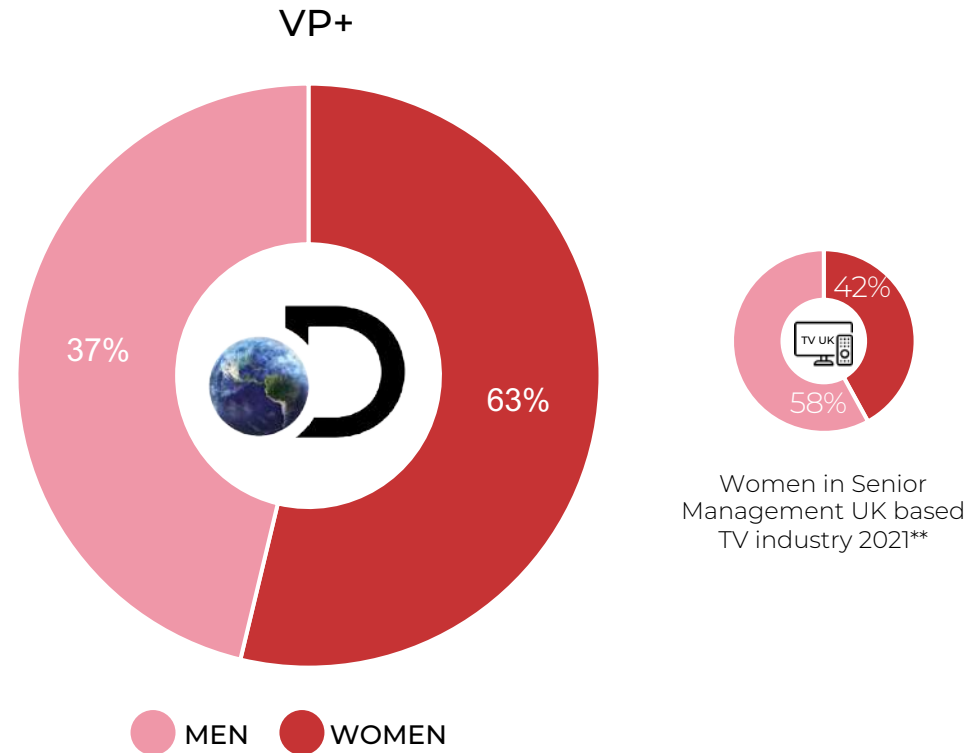
# #DiscoverYou: Gender Distribution, Discovery UK



\*\* Ofcom Five Year Review: Diversity and equal opportunities in UK broadcasting, published 2021

*Discovery UK data at September 2021*

# #DiscoverYou: Gender Distribution, Discovery UK



\*\* Ofcom Five Year Review: Diversity and equal opportunities in UK broadcasting, published 2021

Discovery UK data at September 2021

# OUR GLOBAL COMMITMENT

DIVERSITY, EQUITY  
& INCLUSION





## DISCOVERY'S GLOBAL COMMITMENT

Discovery's mission is to understand and share the world around us through the stories we tell. Discovery is at its best when bringing the world a little closer together. We are proud to play an important role as the most-trusted portfolio of family-friendly brands around the globe, creating awareness, understanding and embracing differences. Discovery fosters a culture of inclusion for all peoples, all cultures, and all creatures that inhabit our planet.

**We stand for equity, inclusion, and mutual respect.** The most innovative ideas and solutions come from the widest range of thoughts and perspectives. It is the diverse minds, experiences, cultures and unique points of view brought by our employees, partners, and creators that is reflected in our storytelling and continues to drive the ongoing journey that is diversity, equity, and inclusion.

We are committed to transparency in our diversity, equity & inclusion efforts. While we know there is progress to be made, we are proud of the work we have done.

# MOSAIC & EMPLOYEE RESOURCE GROUPS



Through Mosaic: Discovery's Diversity, Equity, and Inclusion Activation, we have a range of initiatives, including: Unconscious Bias, Respect & Integrity, Allyship; Recruitment and Career Development; Content Diversity; Supplier Diversity; and Social Impact. Mosaic is spearheaded by leaders across the organisation supported by employee volunteers who set and action the strategy, goals, and outcomes that embody who we are and strive to be as an organization.



Employee Resource Groups (ERGs) function as a cornerstone of Discovery's diversity, equity, and inclusion initiatives. Representing ethnic minorities, women, members of the LGBTQ+ community and more, ERGs draw upon their collection of unique experiences to help drive our mission of fostering a diverse and inclusive environment. In the UK we have: genD, Discovery Women's Network, Discovery Family Forum, ableD, Multicultural Alliance and GreenD.



**DISCOVERY UK**  
**2021 INITIATIVES**  
DIVERSITY, EQUITY &  
INCLUSION



“We are looking at diversity from all angles, aligned with the Global Mosaic Initiatives; internally, on screen, behind the camera, and through our social good efforts in the community.”

James Gibbons - EVP, GM Discovery UK

# DISCOVERY UK: 2021 DE&I INITIATIVES

## WITHIN DISCOVERY UK

### Diversity Awareness Panel

Formed to identify, discuss and address key DE&I issues and ideas, the panel includes representation from all levels of the business. The panel rotates members every six months to ensure all employees have the opportunity to contribute and that the panel reflects the diverse employee base across the UK.

### Unconscious Bias Training

By the close of 2021, over 50% of UK Business employees completed Unconscious Bias Training. Our ambition is for all employees to be enrolled in 2022.

### Inclusive Recruitment and Promotion

The Discovery UK Business supported development and implementation of global recruitment principles to ensure inclusive, transparent and fair recruitment and promotion to drive equity for all when it comes to career growth opportunities.

### #DiscoverYou

Discovery UK invited employees to share their diversity characteristics, allowing the UK Business to better understand who we are as an organisation. Data will be tracked annually to measure DE&I programme impact and progress and will allow us to provide more detailed aggregated data to Ofcom.

### Creative Access Intern Programme

Discovery UK and Creative Access work in partnership to identify and support talented people from under-represented communities who face significant barriers to employment.

DiscoverYou



# DISCOVERY UK: 2021 DE&I INITIATIVES

## ON SCREEN & BEHIND THE CAMERA



Discovery UK joined CDN and embraced Diamond, Diversity Analysis Monitoring Data, as an end-to-end process for collecting and reporting diversity data.

Diamond creates, for the first time, a common standard for monitoring diversity across all the main UK broadcasters with greater confidence and precision than ever before and so we understand how we benchmark and what we need to do better.

Discovery UK commissioning teams are also focused on on-screen diversity and are charging our producers to do the same.



Discovery's Supplier Diversity Programme promotes, increases and improves the participation of diverse businesses within our organisational supply chain and investment portfolio.

In the UK, Discovery joined the diversity advocate organisation MSDUK and adapted the supplier portal to encourage diverse vendor usage.



Discovery UK signed up to the UK Broadcasting Industry Coalition for Change Freelance Charter which seeks to address the specific needs of the freelance community ensuring access to well-being and mental health support, alongside championing values of trust and respect and promoting fair and inclusive recruitment practices.



Discovery UK is a proud signatory of the *If Not Now When* campaign, working to increase inclusion and equality for Black and other minority employees in the workplace. On joining the campaign, Discovery UK formed the Diversity Awareness Panel and launched #DiscoverYou DE&I survey, making a firm commitment to take specific actions to improve Black and other minority inclusion in our organization.



# DISCOVERY UK: 2021 DE&I INITIATIVES

## SOCIAL GOOD: INVESTING IN FUTURE TALENT



### Screen Skills Unscripted Fund

Discovery UK is one of the founding broadcasters of the ScreenSkills Unscripted Fund, launched in June 2021. The fund exists to develop production and post-production skills training across the UK focusing on diversity and inclusion and out-of-London. For every commission greenlit, Discovery UK and the indie producers contributes a percentage of the budget to the fund.



### Media Trust Emerging Talent Mentoring Programme

Discovery UK and the Media Trust work in partnership to match entry-level mentees looking to begin their career in film and TV with industry mentors. The talent programme is aimed at talent traditionally under-represented in the screen industries – women, Black, Asian, minority and ethnic and disabled.



### Resurgo's Spear Programme

Discovery UK is working closely with Resurgo's Spear Programme, helping to coach young people aged 16–24 who face barriers into work or education. Our employees are helping to develop young people, focusing on interview skills, build their confidence, motivation and the vital skills they need to succeed in long-term employment.

The background features a gradient from dark blue on the left to light teal on the right. It is populated with faint, semi-transparent silhouettes of various people's heads and shoulders, representing a wide range of ethnicities and ages. The silhouettes are scattered across the frame, some facing left and some facing right.

# Discovery

DIVERSITY, EQUITY & INCLUSION