



California Film and Television Tax Credit Program 3.0

Summary of Diversity Initiatives

Production Entity	Project Title	Diversity Statement	Directing Initiatives	Writing Initiatives	Casting Initiatives	Production Initiatives
Alloy Entertainment	<i>Purple Hearts</i>	In addition to our commitment to hiring women in both key and support positions, we will also make sure that we are interviewing and hiring a diverse and inclusive crop of candidates as we staff this film. In addition, we plan on not only crewing up with a diverse and inclusive team on the creative and production side, but we also plan on following suit in our casting.				
Amazon	<i>Invasion</i>	Building an inclusive culture: Mentorships Leadership Workshops AmazeCom - an internal conference highlighting the benefits of diversity since 2015 CORE - internal conference exploring how race impacts our daily lives				
Amazon	<i>Hunters S2</i>	Amazon Studios has entered into a number of partnerships aimed at increasing diversity in front of and behind the camera. Partnered with Howard University to create the Howard Entertainment Program to build the pipeline of entertainment executives and leaders. The Diversity Equity and Inclusion department aims to increase diverse representation among writers, directors, showrunners, and cast.				
Dease	<i>Faster, Cheaper, Better</i>	Company agrees to use good faith efforts to interview and hire applicants that fall within diversity categories of women, people of color, disabled, LGBTQ.				
FX/ Disney	<i>Snowfall S5</i>	Snowfall and the late John Singleton have been committed to diversity since the outset of the show. They have also partnered with Walt Disney Television PA Program.				Walt Disney Television PA Program



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Disney Fox and its subsidiaries	<i>Flamin Hot</i> <i>Hollywood Stargirl</i> <i>Good Trouble S4</i> <i>The Rookie S4</i>	Stories are better when the storytellers represent the vast experiences of the people who will hear them. At Disney we have the opportunity and the responsibility to create authentic, unforgettable stories, experiences and products that capture the imagination of generations of people around the world. We are committed to doing that in a way that counts everybody in.	In 2019, the Walt Disney Studios and Disney+ launched the Disney Launchpad: Shorts Incubator as a competitive, annual opportunity for up to six directors from underrepresented backgrounds to create an original, live-action short for proposed initial exhibition on Disney+. Directors are mentored by creative executives across the company and trained on the studio system model to prepare them for <u>future career opportunities.</u>	For over 30 years, the Walt Disney Television Writing Program has been lauded as one of the most successful writer programs in the entertainment industry. The one-year program is the only program of its kind designed under terms approved by the Writers Guild of America, West		Walt Disney Television PA Program
Disney/ Fox	<i>Mayans MC S4</i> <i>This Is Us S6</i>	The Walt Disney Television Human Resources Team works to ensure that every employee is celebrated, supported and can thrive as their authentic self while helping Walt Disney Television grow, innovate, and create the best stories relevant to a diverse audience.			Three teams specifically work with all WDT cast members and affiliated productions to advance inclusion in hiring, content and culture	Executive Incubator Program. In order to continue to expand our diverse talent workforce and better reflect the audiences we serve, Walt Disney Television launched the Executive Incubator Program in 2019. This program is designed to create opportunities for individuals with diverse and varied perspectives across all dimensions of identity aspiring to hold executive roles.
MRC	<i>Men at Work</i> <i>Merry Effing Christmas</i>	MRC is investing internally to shift company standards and culture in a meaningful way, and externally to amplify diverse voices through their platforms, products and partners. They have a multi-year, multi-pronged plan that is designed to create sustained change, advance racial equity and dismantle systemic issues in the short, medium and long-term.				
Netflix	<i>The Gray Man</i> <i>Here Comes the Flood</i> <i>Me Time</i>	Inclusion, Outreach and Networking program. Using the pandemic downtime to create Virtual Connections to build relationships between Under-represented department heads, line producers and Network Executives. Inclusion Freelance Database to be used by Netflix as a tool for future hiring.				
New Regency	<i>Untitled DOR</i>	The Company desires to see diversity improved among above and below the line personnel within the entertainment industry and agrees to take affirmative measures to ensure a diverse applicant pool			Identify supporting roles to be cast with Under-represented individuals	Ensure that Under-represented individuals are considered for all Key Creative positions on the crew



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Sony	<i>Bullet Train</i>	Sony promotes diversity across the Sony Group as a key management strategy by ensuring an inclusive work environment and by recruiting, hiring, training, and promoting employees from diverse backgrounds.	Diverse Directors Program			Suppliers Diversity Program
NBC/ Universal	<i>Good Girls S4</i>	NBC Entertainment is committed to talent development and inclusion to discover the next generation of emerging voices, storytellers and content creators	Emerging Director Program Female Forward Alternative Director Program	Diverse Staff Writer Initiative Writers on the Verge Late Night Writers Workshop	Standup NBC Executive Casting Assistant Initiative Diverse Casting Assistant Initiative	Production Assistant Program Production Office Coordinator Program
Universal	<i>Untitled Jimmy Warren Project</i> <i>Untitled Jordan Peele Project</i> <i>Ashley's War</i> <i>Scarface</i> <i>Untitled Live Action Project</i>	Global Talent Development and Inclusion program to ensure that Universal's content, creative talent and workforce represents the global community. Universal is committed to increasing the representation of women and minorities.	Universal Directors Initiative	Universal Writers program Universal Animation Writers program		Universal Composers Initiative & Targeting women and minority hiring at all levels of crew; Identify department(s) in demand of critical growth and consider career advancement opportunities for experienced crew candidates
Viacom CBS/ CBS Television	<i>Star Trek Picard S3</i> <i>S.W.A.T. S5</i>	ViacomCBS Programs actively promoting diversity include the following:	ViacomCBS Directing Initiative Viewfinder: ViacomCBS Emerging Directive Initiative	Nickelodeon Writing Program ViacomCBS Writing Mentoring Program	ViacomCBS Showcase ViacomCBS On Tour	Nickelodeon Artist Program
Warner Media Warner Television Horizon Warner Brothers Studio	<i>Animal Kingdom S6</i> <i>Westworld S4</i> <i>Kimi</i> <i>Leave Me Alone</i> <i>Passenger 58</i> <i>Perry Mason S2</i> <i>Chad S2</i> <i>The Flight Attendant S2</i>	Greater diversity in content by focusing on four areas: On-screen Representation, Cultivating Storytellers, Growing the Production Pipeline, Impacting Audiences		Cultivating Storytellers through writers' and directors' workshops	On-screen Representation	Growing the production pipeline through Access to Action program and Hollywood CPR



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HBO Turner Entertainment Warner Brothers	<i>In Treatment S4</i> <i>Miracle Workers S3</i>	Warner Media supports greater diversity in content by focusing on four areas: On-screen Representation, Cultivating Storytellers, Growing the Production Pipeline, Impacting Audiences	Directors' Workshops - provide opportunities for new diverse and innovative talent	Writers' Workshops - provide opportunities for new diverse and innovative talent	Actively encourage content creators to seek out candidates from underrepresented groups	Production Assistant internships Access to Action Program 18-month Vocational Training Program