

The following statement was sent corporation wide to staff on October 9, 2019.

Diversity and Inclusion are at the core of Meredith's values, and it is a priority that we foster a work environment where every single employee feels welcomed and valued. It's also important our culture, activities and priorities reflect the lifestyles, cultures and backgrounds of our employees and the audiences we serve. While we've made great strides in this area, we acknowledge there is much more to be done.

I am committed to supporting our varied and ongoing efforts, including:

- The great work of our robust Diversity and Inclusion committees, including our Employee Resource Groups (ERGS) A3, Be@t, Hola, Media Upstarts, OUT, Women at Meredith, and Women in Tech, who have been responsible for educating us and keeping the energy and passion around this work present at Meredith.
- Our partnership with [Paradigm for Parity](#), a coalition of companies dedicated to addressing the gender gap in leadership. As a result, we've conducted a pay equity review with the intention of addressing any outliers and have practices in place to improve gender and ethnic diversity to better reflect the markets in which we operate.
- I have joined the [CEO Action for Diversity and Inclusion](#) which is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. It centers around four main commitments (cultivating trusting workplaces, implementing or expanding unconscious bias training, sharing best practices, and sharing strategic diversity and inclusion plans with board of directors).
- Our focus on ensuring content across our brands reflects the diversity of our audience.
- Our participation in [#SeeHer](#) and Gender Equality Measure (GEM) Certification which focus on realistic portrayals of women and girls in our advertising and programming. Most recently we signed on to the New Majority initiative sponsored by MGroup. This gathering of leading media, technology and publishing organizations will help brands better adapt to and develop audience and media strategies aimed at addressing the shifting US demographic profile.

You can read more about our current Diversity and Inclusion efforts in our [Corporate Social Responsibility Report](#).

To elevate these efforts, we recently hired a Director of Diversity and Inclusion, Shona Pinnock. Click [here](#) to read the press release. Shona is responsible for connecting our current activities to a larger Diversity and Inclusion strategy that will allow us to continually embed this work into everything we do. This will include employee education regarding the value of Diversity and Inclusion in terms of how we select and promote talent, ensuring our policies and practices are equitable and position Meredith as an employer of choice for the current and future workforce.

I fully support the efforts, planning and courageous conversations necessary to create a company that lives the ideals of diversity, equity and inclusion.