



Diversity Equity Inclusion

2023 REPORT

Barbie





Diversity isn't just a mantra;
it's a **rich resource of
unique skills, viewpoints,
and experiences.** We
cultivate an atmosphere
that **values diversity and
actively embraces it.**

We're Here | **HBO**



Euphoria | HBO

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and Inclusive Productions

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Having **diversity of thought, ideas** and **experiences** is so critical to the success of any business, especially a creative company like Warner Bros. Discovery.

The Color Purple



Forward

DEI
Building
Blocks

Pursuing
Equity

Authentic
Storytelling
and Inclusive
Productions

Intentionally
Inclusive



A MESSAGE FROM OUR CEO AND CHIEF PEOPLE AND CULTURE OFFICER

At Warner Bros. Discovery, our goal is to entertain, inform and, when we are at our best, inspire audiences globally. And we accomplish this, in large part, by fostering a creative culture that values and promotes diversity and inclusion, both in our workforce and through our storytelling.

The benefit of different perspectives, experiences and cultures is apparent in all that we do and will remain important to our continued success as, together, we strive to grow our business and increase our impact.

David Zaslav

President and CEO

Fostering a culture that embraces diversity, equity, and inclusion is critical to unlocking the full potential of our organization.

Not only do we prioritize policies and programs that support our DEI initiatives, but we also place a strong emphasis on creating an environment where every individual's unique background and perspective is respected and celebrated.

Adria Alpert Romm

Chief People and Culture Officer



We are continuing
our **evolutionary
diversity, equity and
inclusion** journey.

True Detective

HBO

Forward

DEI
Building
Blocks

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Inclusive



MESSAGE FROM OUR CHIEF DIVERSITY OFFICER

We're on a journey towards a more inclusive and diverse workplace, and it's a story of determination and progress.

We're boldly paving the way for a brighter, more equitable future within our organization and beyond.

Our recent merger, which brought together WarnerMedia and Discovery, has provided us with a unique opportunity to unify our values and goals, creating a future where unity, representation, and belonging flourish.

We're proud to be a leader in promoting a more inclusive and equitable future. Together, we can continue to create content that reflects the diverse voices and experiences of our global audience and inspire positive change in the world.

This DEI report is a testament to our ongoing commitment to diversity, equity, and inclusion.

It showcases the progress we have made, the challenges we have overcome, and the vision we hold for the years ahead.

As we continue on this journey, we invite you to join us in embracing empowerment, dismantling barriers, and shaping a more inclusive and equitable world for all.

Together, we can create a future where diverse voices are amplified, inclusive stories are celebrated, and everyone can truly belong.

Inclusion is not just a word to us—it's a guiding principle woven into the very fabric of our organization. We are thrilled to reflect on our journey towards building an intentionally inclusive media and entertainment powerhouse that champions diversity at every turn.

Asif Sadiq, MBE

Fareed Zakaria GPS



“Giving voice to, and creating inclusive spaces for, our best-in-class journalists, production teams, and creators of live and special programming is my driving force. We’ll continue reaching audiences in new places and reflecting the world’s diversity through compelling sports content and facts-driven reporting.”

Johnita P. Due

EVP, Integrity and Inclusion, CNN Worldwide and
Chief Diversity, Equity and Inclusion Officer, CNN and WBD Sports

DEI Building Blocks

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Our Guiding Principles



At Warner Bros. Discovery, we not only strive to create the world's greatest content, but also the world's greatest team.

Our Guiding Principles, Including Champion Inclusion:

- 01** Shape the way we work together prioritizing trust, collaboration, and respect.
- 02** Foster a culture where diverse voices are amplified, barriers are removed, and extraordinary stories are shared.
- 03** Empower us to embrace innovation, deliver exceptional experiences, and ensure that everyone has a seat at the table.



OUR DEI VISION AND MISSION

Our vision is to **empower** our workforce and **storytellers** to help shape a more **inclusive** and **equitable world for all**.

Our mission is to **create a culture of equity and inclusion** that **removes barriers to opportunity** and **opens access** to our industry at all levels.

DEI Building Blocks

Pursuing Equity

Authentic Storytelling and Inclusive Productions

Intentionally Inclusive

DEI Pillars

Intentionally Inclusive



We believe DEI is everyone's responsibility

Our leaders and employees foster a culture of inclusion and belonging

We are committed to equity throughout the employee lifecycle

Our policies and processes support DEI progress

Pursuing Equity



Authentic Storytelling & Inclusive Productions



We prioritize responsible representation in our content

Our productions promote access, equity, and psychological safety

Six DEI Initiatives

We have six key DEI priorities that guide our actions and shape our culture:

1

DEI Global Data Collection

We collect voluntary, self submitted data from employees in all the countries and territories where we have staff to better understand employee demographics and perceptions. This helps inform our global strategy.

2

DEI Learning - Inclusion Journey for Executives

We provide specialized DEI training to executives to enhance their skills and instill accountability, empowering them to develop a more inclusive and equitable workplace.

3

Content Inclusion Framework

Our Content Inclusion Framework applies to all scripted and unscripted work, so our production teams can make content that reflects diverse perspectives and experiences.

4

Business Resource Groups Integration

Our Business Resource Groups (BRGs) provide support for under-represented talent and foster community within our organization globally.

5

Pipeline Programs

We are committed to training, supporting and nurturing the next generation of talent to enhance the number of diverse voices in the media.

6

Creative and Business Councils

We have established Creative and Business Councils to promote accountability in diversity and inclusion efforts, and to communicate company-wide progress.

Our Global DEI Leaders

We have the best leadership team in the business...

Forward

DEI
Building
Blocks

Pursuing
Equity

Authentic
Storytelling
and Inclusive
Productions

Intentionally
Inclusive



Lisa Collins

GVP, DEI North
America

“

Our workplace should reflect the communities we serve. I want my work to directly impact how we attract, develop, and sustain our workforce.

Christian Hug

Group VP International

“

I want each individual to see their true potential and opportunities, beyond historic and family conventions.



Grace Moss

VP, DEI Pipeline
Programs

“

DE&I has progressed beyond corporate compliance and generic bias training. Our goal is to disrupt antiquated systems and support the next generation of storytellers.



Yvette Urbina

VP, Equity and Inclusion
Pipeline & Content

“

Promoting equitable and inclusive hiring both in front and behind the camera has the potential for real systemic change both in our industry and society more broadly.



Yvette Latour

VP, People and
Culture

“

It's not just about crafting strategies; it's about empowering individuals to become the architects of change.



**...We're all in this
boat together,
and every oar is
important.**

Regional Leaders



Claire Brody
EMEA, DEI Director

“

To empower and inspire inclusive storytelling that reflects the rich diversity of cultures and identities around the globe so we can positively change the way people see themselves, each other and experience the world together.

Mona Malakooti
APAC, DEI Director

“

By driving meaningful change across the Asia-Pacific Region, we embrace diversity and empower inclusion, giving every individual an opportunity to thrive.



Niarchos Pabalis
LATAM, DEI Director

“

I'm committed to Diversity, Equity & Inclusion, striving to craft a world where fairness knows no bounds, and every soul feels they belong.

"The power of storytelling is magnified when we see ourselves in true and authentic ways. It not only matters, it's what makes the impossible, possible."

Xolo Maridueña

Actor, Blue Beetle

Blue Beetle



Pursuing Equity

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Workforce Data Overview

Global Gender Representation

Warner Bros. Discovery Workforce / November 2023

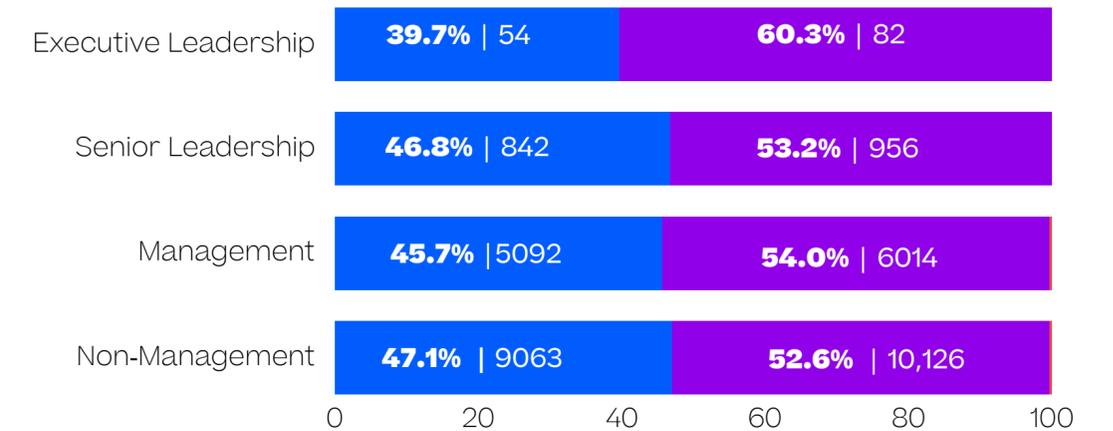


Date as of November 30, 2023. Figures may not sum due to rounding.

Our workforce data demonstrates the strong representation of women in our overall global workforce.

While women represent nearly 47% of our senior leadership, we recognize the need to increase the presence of women in the executive leadership roles.

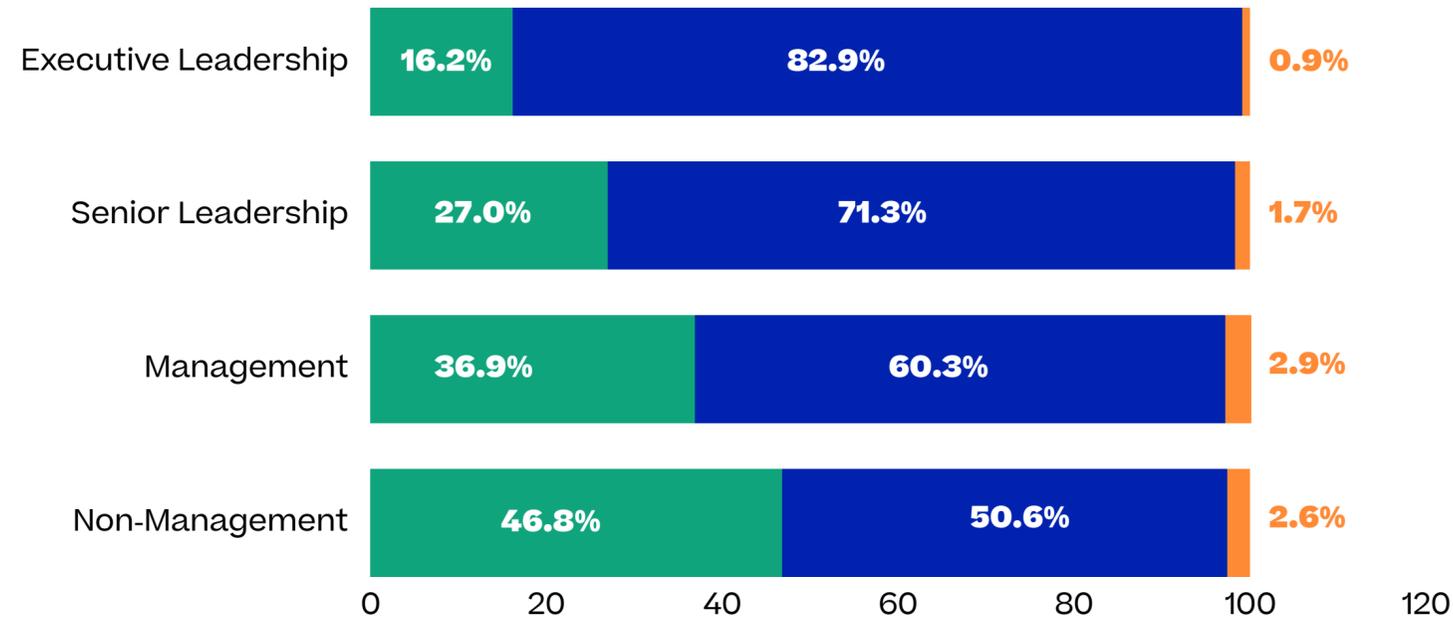
Women Men Not Declared



Executive: EVP+ | Leadership: VP & SVP | Management: Manager and Director | Non management: Individual Contributor |

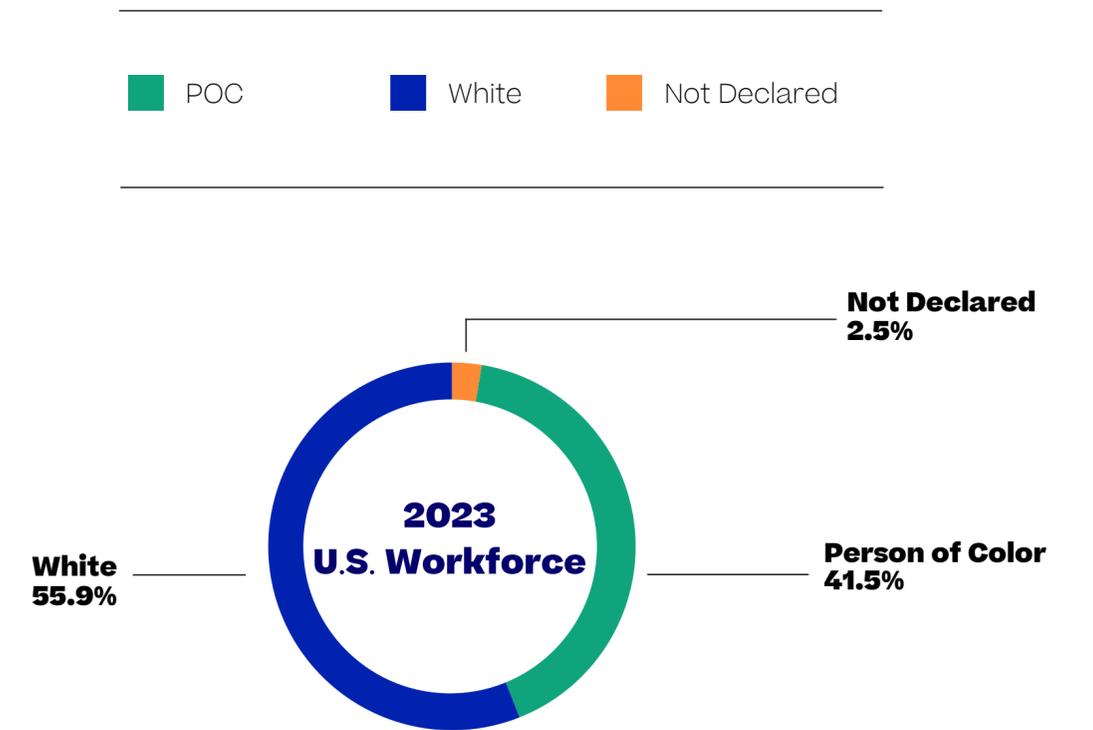
People of Color (U.S.) Representation

Warner Bros. Discovery Workforce / November 2023



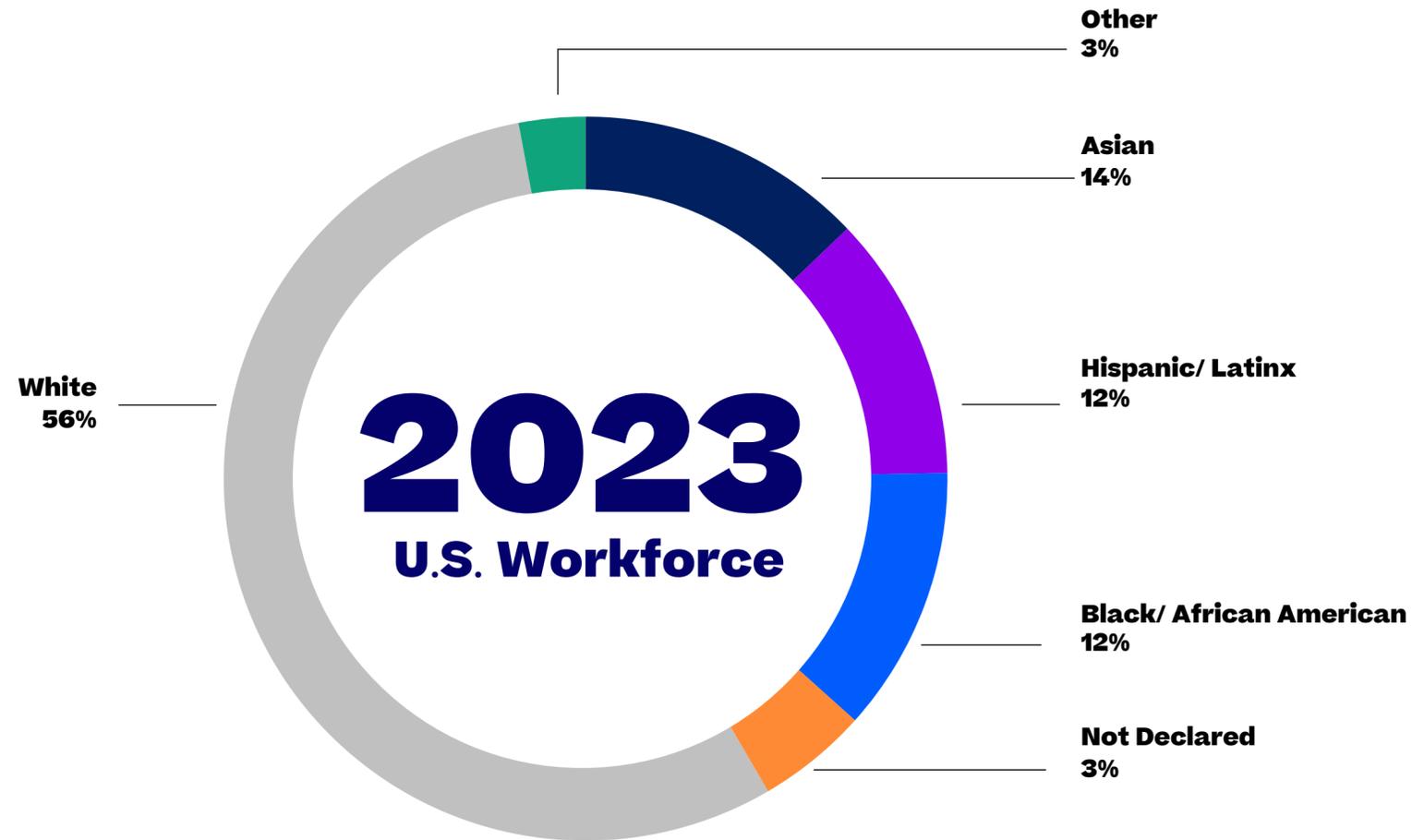
Date as of November 30, 2023. Figures may not sum due to rounding.

As we continue to invest in increasing representation of individuals from diverse and underrepresented backgrounds, we are dedicated to developing them within our ranks as an area of focus in 2024.



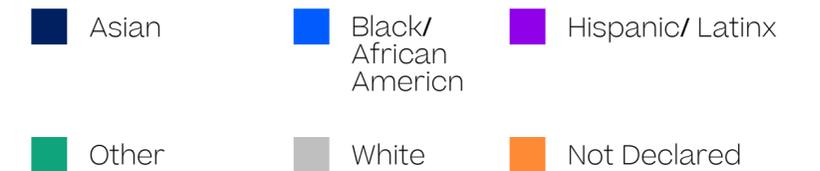
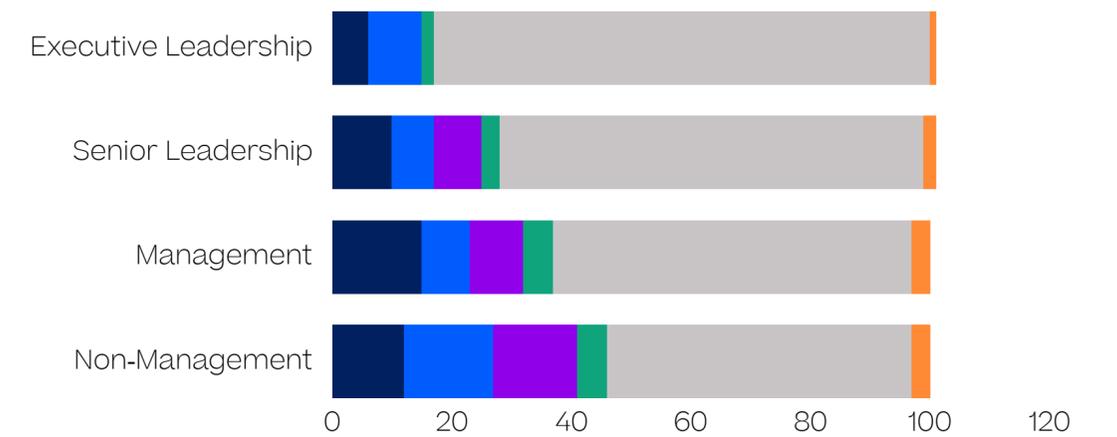
US Race/Ethnicity Representation

Warner Bros. Discovery Workforce / November 2023



People of Color make up 41% of WBD's US workforce.

We recruit a diverse workforce and will focus in 2024 on retention efforts also.



Date as of November 30, 2023. Figures may not sum due to rounding.



This story isn't about limitations, it's about the **potential for growth** and transformation.

DEI Inclusive Leadership Journey

In today's ever-evolving world the importance of inclusive leadership cannot be overstated.

Our top leaders embark on a transformative 12-month journey, completing four modules that take them deep into the heart of inclusive leadership principles and practices.

Through this unique initiative, we are not only shaping our leadership but also paving the way for a more inclusive industry.

The program consists of four modules:

- 01 Finding My Why for DEI
- 02 Inclusive Leadership in Action
- 03 Leveraging DEI to Create Business Value
- 04 Operationalizing DEI in Everything We Do

40hrs

of immersive leadership training, empowering leaders to excel in their professional journeys and drive impactful change.

The Warner Bros. Discovery DEI Leadership Journey



DEI Inclusive Leadership Journey Reflections

The impact of fostering an inclusive leadership culture has been significant and extends beyond the individual participants to create a culture of inclusivity that is essential for organizational success.

Through self-reflection and practical tools, leaders uncover their motivations for promoting DEI and learn how to actively champion inclusivity in their leadership practices.



The Inclusive Leadership Journey gives a clear message to all our leaders and employees that DEI is our fundamental core value.

Jan Mroz

VP Communication and Public Affairs



Engaging conversations and sessions have resulted in impactful actions, including the creation of resources for all employees and an increased level of awareness that positions the company as a key player in a critical space.

Alaka Williams

GSVP People and Culture



I firmly believe that curiosity and trust are foundational to a positive workplace experience, and I saw a lot of those two characteristics come through in our discussions.

Gunnar Wiedenfels

Chief Financial Officer

Global Creative and Business Councils

Our DEI strategy is underpinned by two pivotal councils: the Global Business Council and Creative Council.



Business Council

This council guides the corporate and operational aspects of our DEI strategy. They will develop and implement inclusive initiatives that foster a culture of value and empowerment for all employees. Comprising our most senior leadership from various departments.

Creative Council

Comprised of senior leaders from across the creative business of Warner Bros. Discovery, this council seamlessly integrates DEI principles into the creative and production process. They use their insights to support diverse storytelling and representation, empowering story-tellers to amplify underrepresented voices and create content that resonates with everyone.

“

For us to truly connect with the passionate fans we serve – through authentic, powerful storytelling – we must reflect those audiences both in front of and behind the camera.

Luis Silberwasser

Chairman and CEO, Warner Bros. Discovery Sports
Business Council Member



Business and Creative Council Commitments

Each council member committed to three business and personal objectives, showcasing their dedication to our collective goals. Here we are delighted to highlight the business commitments made by some of our council members:

Gerhard Zeiler

Increase women representation at the Director+ level across our international markets. We will focus on growth opportunities for women in EMEA, APAC and LATAM. This approach will ensure that initiatives and support systems are tailored to promote gender diversity, recognizing and addressing the unique challenges and opportunities women encounter in diverse markets, creating a more balanced and representative leadership landscape in our international operations.

Pam Abdy and Mike De Luca

To bridge the New Voices Gap, we plan to collaborate with established non-profit writing organizations. Through this partnership, we will identify, assess, and present a pool of promising underrepresented feature film writers. This pool will then be introduced to our internal team of creative executives for final selection, leading to a two-step Writers Deal that aligns with guild guidelines and compliance standards.

Savalle Sims

Expand Legal's Diversity Fellowship Program by facilitating a pipeline through partnering with a law school with a highly diverse student population. By partnering with this institution, we aim to establish a sustainable and inclusive pathway for students from diverse backgrounds to gain valuable insights, mentorship, and hands-on experience within our legal team.

Kathleen Finch

Advocate for a diverse workforce by championing the talent of individuals in the early stages of their career journey. By nurturing and empowering these emerging talents, we aim to foster a more inclusive and equitable work environment that not only benefits our organization but also contributes to a broader societal shift towards greater diversity and representation in our industry.

Casey Bloys

Ten at 10:10 was formerly a program for staff to learn about our content business. After the first episode of a new project aired, everyone could discuss it with the relevant teams. We will revive a program of this nature, and thus contribute to fostering a stronger sense of belonging, ultimately helping retain and engage our workforce.

JB Perrette

Increase women and non-binary representation at senior levels across games and streaming. To achieve this, a Sponsorship Program is being introduced and is designed to assist sponsees in defining clear career goals, identifying growth opportunities, and progressing in their careers, with sponsors actively advocating for their development and career aspirations.

in addition to the business and creative councils....

We have developed internal programs within different business units of the company dedicated to advancing diversity and inclusion. Examples include:

1

The LIFT Program

A professional development opportunity for mid-level employees who identify as women and/or people of color in the US and UK. The program, which has 50 mentors and 50 mentees annually, addresses underrepresentation of these groups.

2

Connected Conversations

A series created in 2019 for employees across WBD's News and Sports brands to promote an inclusive space for perspectives and ideas about current topics.

3

CNN International Diversity Council

A council of employees & leaders from CNN International, CNN Digital, and CNN International Commercial, working to strengthen editorial content, build on employee engagement and workplace culture, and improve representation.

4

WBD Sports' The People Advisory Council (PAC)

An internal award-winning organization focused on making a positive impact on diversity, equity, inclusion and belonging. The PAC offers programs to develop employees and underserved communities.

EVERY INDIVIDUAL MATTERS

Be Counted

Shaping Inclusion at Warner Bros. Discovery

We firmly believe that DEI data possesses the **remarkable power** to not only **shape**, but also drive **meaningful** and **positive change**.

A Catalyst for Change.

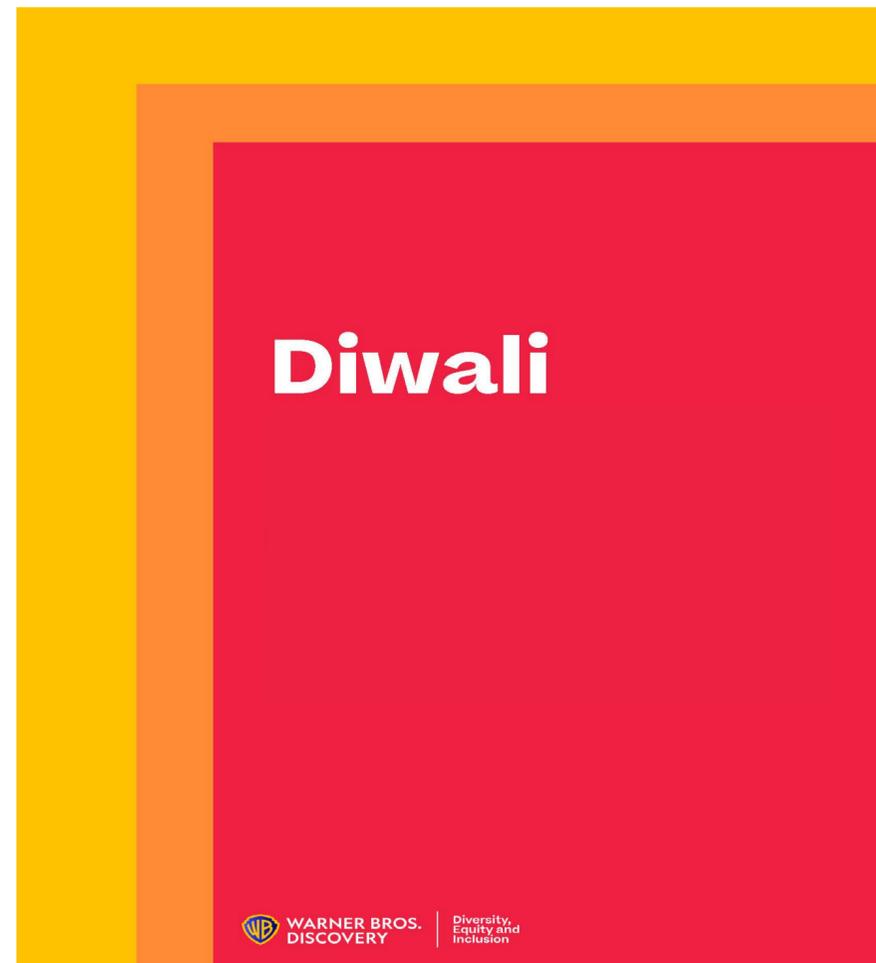
In 2023, we introduced "Be Counted" - a unique global DEI data collection initiative designed to foster a more diverse, equitable, and inclusive workplace. At Warner Bros. Discovery, we're counting on each other to build a more inclusive future. The purpose of Be Counted is to:

- 01** Encourage our global workforce to share their DEI information voluntarily.
- 02** Help us understand the needs and experiences of our employees better.
- 03** Increase our global reach and local impact and ensure inclusivity knows no bounds.
- 04** Establish equitable and inclusive policies across the enterprise, which goes beyond data collection.
- 05** Allow us to shape targeted initiatives, focus groups, and learning programs.
- 06** Create a workplace where diversity isn't just acknowledged; it's celebrated.

DEI Global Learnings

Promoting Inclusion and Cultural Understanding: Guidance for Managers.

We have implemented various diversity, equity, and inclusion learning initiatives to promote understanding and inclusivity within our workforce. We prioritize comprehensive inclusion beyond race and gender, offering guides for religious diversity, such as Diwali and Ramadan, and transgender inclusion. These resources are designed to educate and support our managers in creating a workplace that is truly inclusive for everyone. In addition, we emphasize the importance of inclusive language to enhance a sense of belonging.



Champion Inclusion DEI E-Learning Experience

We believe that education and awareness create change. Our DEI E-learning training program **offers real-world examples of inclusion in action**, designed to educate and inspire. It goes beyond theory to showcase how inclusivity is practiced within our organization.

Through creative animation and gamification **we emphasize six key values** we believe will help create a culture of belonging and social equity:

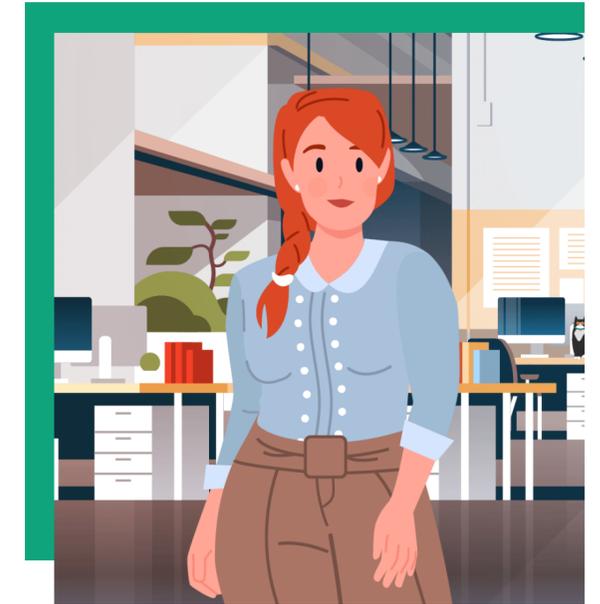


01 A self-awareness of **privilege and biases.**

02 Understanding of **Cultural intelligence.**

03 Use of status of **power** to support marginalized groups.

04 **Championing others** and their unique contribution.



05 Ensuring **opportunities are available to all** equitably.

06 Creating a **psychologically safe environment.**



**Making our people's journey
matter...**

**that's the Warner Bros.
Discovery experience**

The Sex Lives of College Girls | **max**

Our BRGs

Transforming culture and championing Inclusion.

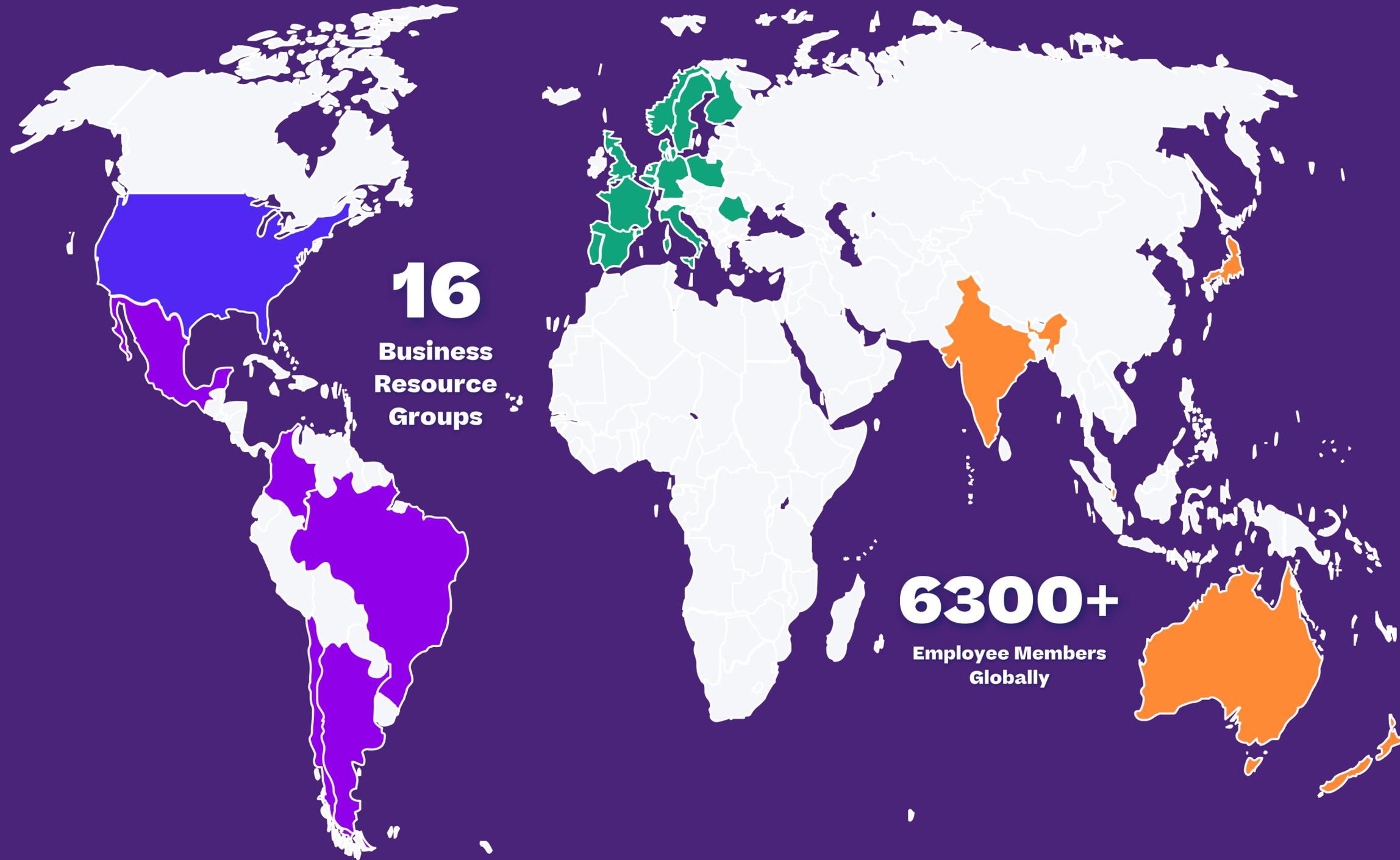
Business Resource Groups are an important part of Warner Bros. Discovery's inclusion strategies focused on career, culture and connections created across the business.

BRGs are voluntary, employee-led groups that unite on the basis of common characteristics, life experiences, purpose, and interests, and foster a diverse workplace and inclusive culture.

Through the BRGs, we aim to:

- Build Community
- Drive Authentic Inclusion
- Provide Professional Development Opportunities
- Engage Employee Members Globally





16

**Business
Resource
Groups**

6300+

**Employee Members
Globally**

Our Global BRG Community

We have Business Resource Group's in our local regions where we have offices globally.

NORAM

Ascend | Being | BOLD | Core | DiverseAbilities
Faith and Belief + "Tikkun" | GoGreen | Honor
IndigeNext | Lingo | Pride | TechKnow | Vibras
Village | WAVE | WOW

EMEA

Ascend | Being | BOLD | GoGreen | Lingo
Pride | Village | WOW

LATAM

BOLD | DiverseAbilities | Pride | WOW

APAC

Ascend | BOLD | Being | Core | DiverseAbilities
GoGreen | IndigeNext | Lingo | Pride | TechKnow
Village | WAVE | WOW

Our 16 Business Resource Groups



Ascend

Network of professionals who develop community, grow professionally, and build bridges across generational and departmental divides.



Diverse Abilities

Community for people with visible and non- apparent disabilities advocating for positive representation within the workplace and through our content to eliminate stigmas.



Faith and Belief

“Tikkun” | A community open to all faiths, spiritual traditions and none, welcomes all colleagues to celebrate and learn more about each of them.



Being

Committed to promoting inclusivity across cultures, showcasing underrepresented voices, insights and stories.



Lingo

Connecting employees cultural exchange, and through language learning, fostering inclusive communication worldwide.



Honor

Active duty and military veteran employees, their spouses and family members who support each other through shared experiences and values.



Pride

Uniting LGBTQ+ fostering inclusion, support, employees and allies, and advocacy within the workplace.



Village

Inclusive network supporting working parents, caregivers and families. Promotes workplace flexibility and community empowerment.



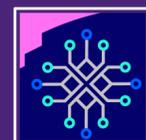
BOLD

Black Outstanding Leaders Delivering | Represents the Black community from across the African diaspora within the company.



Core

Network of administrative professionals who are the central support structure for the company, with focus on personal and professional growth.



TechKnow

Inspiring tech entertainment through events, enthusiasts in media and education and partnerships.



WOW

An inclusive community empowering women in media and equality initiatives, through collaboration, support



Indige Next

Uniting allies to celebrate, learn and Indigenous employees and promote authentic representation globally.



Go Green

A network of change makers who focus their efforts on environmental awareness, sustainability and global climate education.



Vibras

Empowering Hispanic-Latino/a/x diaspora through community connection, career development and innovation.



WAVE

Warner Asian Voices Elevated Celebrates Asian diversity, fostering cross- cultural awareness and promoting equality through engagement.

Meet our Storytellers

We extend our gratitude to the employees of our global Business Resource Group community, who actively promote Diversity, Equity, and Inclusion.

Their perspectives and commitment inspire us all to reimagine the narratives that will shape our future.

This report showcases the motivations and experiences of four exceptional members.

Andrea Manriquez

WOW México Co-chair

“

During these months, I have led WOW in Mexico. I have gained new skills, interests, leadership, and collaborators from various sources. I have been able to share the learnings with other women in the company. We have brought topics of interest, addressed issues that affect us, and made a change in our work environment culture.



Ann Lemay

PRIDE member

“

Pride is normal. Pride is joy. Pride is resistance. Pride is part of everyday life. Pride is embracing all our queer siblings and celebrating them. Pride is not going away. We have always been here – and we always will be.

Anushka Sharma

WAVE Co-chair

“

As WAVE Co-chair, my biggest responsibility is to make sure I give my community the space and security to be the truest versions of themselves.



Benjah Pozi-Quansah

BEING member

“

After joining the BEING Business Resource Group (BRG) in 2021, the BEING co-chairs at the time Emma Cassidy and Mawuli Fia and I created the Black Britain Unspoken initiative to diversify commissioning on Discovery+, give opportunities to Black filmmakers and exist as an authentically Black led grassroots initiative.

Here diversity is celebrated.

We actively celebrate diversity through a well-structured global calendar, organized communications, and employee co-creation opportunities, fostering an inclusive and vibrant corporate culture.



International Women's Day

We celebrated International Women's Day by acknowledging the achievements, voices, stories and experiences of inspiring women worldwide, for example through the Empowered Women Empower Women podcast and story series. #IWD2023



Pride Month

During this year's Pride Month, we focused on shining a spotlight on the remarkable talents within the LGBTQ+ community. Additionally, our employees actively participated in Pride parades. #Pridemonth



Lunar New Year

We celebrated Lunar New Year with Bugs Bunny and Looney Tunes, and partnered with global brands and licensees for merchandise, animation, experiences, and gaming.



Juneteenth

CNN and OWN aired the "Juneteenth: A Global Celebration for Freedom" concert with artists Miguel, Davido, Jodeci and more to mark the 158th anniversary of Juneteenth.

There is a genuine commitment to valuing and appreciating **MOMENTS THAT MATTER.**



Hispanic Heritage Month

We celebrated by spotlighting remarkable individuals from Hispanic and Latin American communities who contribute to making WBD an exceptional team and organized a Blue Beetle screening.



Ramadan

We celebrated Eid al-Fitr - the holiday marking the end of a month of fasting for Ramadan across the globe. For example our Singapore office held an afternoon full of sweet treats, tea, and togetherness.



Black History Month

We celebrated with many initiatives, including our Access talent development program, Black Britain Unspoken. Three filmmakers were selected from over 200 applicants. Their short films were produced and launched on Discovery + during Black History Month.



Diwali

We celebrated Diwali by organizing special events and activities that brought employees together to recognize and appreciate the significance of this vibrant festival.

Workforce Diversity Partner Programs

We partner with companies to create outreach, talent engagement and recruitment solutions that support workforce diversity, including, but not limited to, internships and early careers, experienced professionals and more.



ELEVATEHER

ElevateHER, a WBD Sports People Advisory Council initiative, supports college senior and recent graduate women in pursuing entry-level sports industry roles. This 4-month program offers insights into the sports industry, coaching and the chance to contribute to a social project for HighlightHER.

SOME OF OUR INDUSTRY PARTNERS IN THE U.S. AND U.K. INCLUDE:

CNN NEWS ASSOCIATES

This program based in Washington, D.C. and Atlanta, Georgia, provides recent college graduates with the opportunity to rotate across multiple departments in newsgathering, digital and programming over 12-15 months. The program has a high conversion rate to full-time roles.

OSCAR POPE LIFT EVERY VOICE FELLOWSHIP (LEV)

The Oscar Pope Lift Every Voice Fellowship provides a platform and development opportunities, including on-camera experience, for students of color at WBD Sports tentpole events. The LEV Fellowship was named a 2023 DEI Initiative by Cablefax and is part of the WBD Sports People Advisory Council.

Internships & Early Careers:

The Emma Bowen Foundation, T. Howard Foundation, Hispanic Scholarship Foundation, Academy Gold, The Posse Foundation, Prep for Prep, Ladders for Leaders, Broad Futures, HBCU in LA, AnitaB.org, Media Trust, MyGWork, Employability, Kick It Out, Creative Spirit, Color Vision Creates, ReelWorks/MediaMKRS, The Center for Communication, National Council for the Training of Journalists (NCTJ).

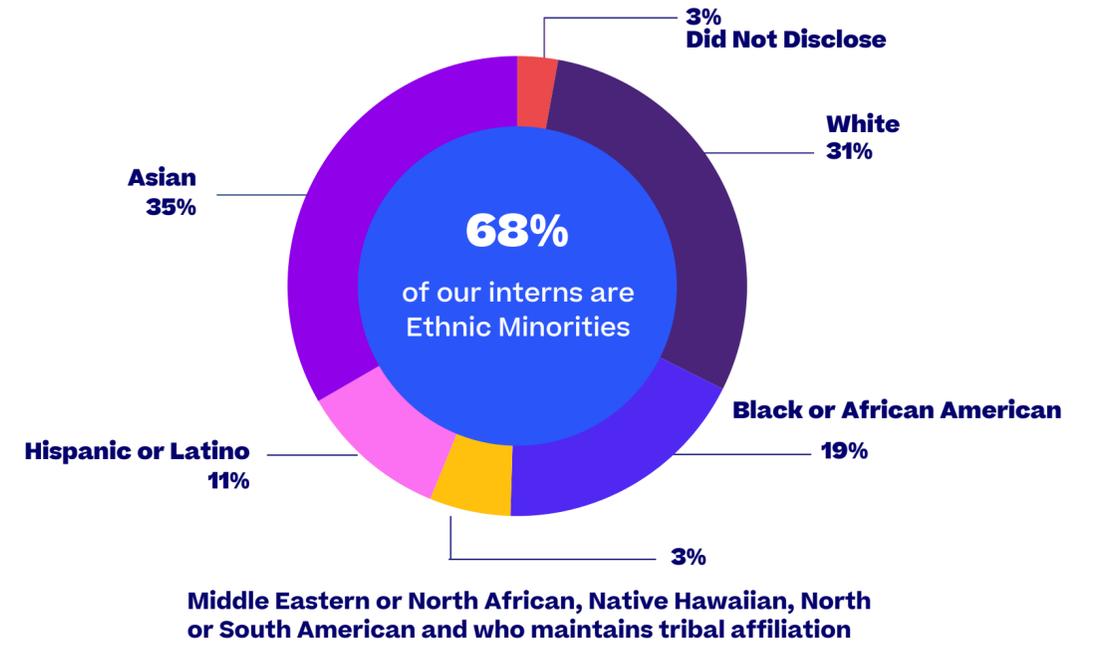
Experienced - Mid to Senior Level :

AfroTech, CultureCon, National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), National Association Hispanic Journalists (NAHJ), The Association of LGBTQ+ Journalists (NLGJA), Latinas in Tech, Women in Product, Diverse Representation, Minorities in Sports, National Association of Black Accountants, Disabled American Veterans (DAV), Native American Journalist Association (NAJA) and Military Veterans in Journalism (MVJ).



From left to right: Ashley Santos, Data Science Intern and Robert Chappell, Diversity in Entertainment Legal Fellow

2023 U.S. Warner Bros. Discovery Intern Diversity



Our Intern Stories

“

I have learned so much in the 3 months that I've been here and will walk away from this experience with so much more confidence! I feared that I would never be able to achieve this feeling, especially considering my identity (an Asian-American woman entering the gaming industry).

Kristen Lee
Games Social Media

“

I have a running list of notes and things that I've learned while I've been here that literally keeps growing every single day. I'm here trying to really understand all of the things that go into this industry and into developing something as big as the Looney Tunes project that we're currently working on.

John Weaver
Animation & Production

“

My advice for those interested in the data science field is not to take your in-class projects for granted! While I had exposure to data science only through class projects, along with research positions. I landed a data science internship with no prior experience. If I can do it, you can too.

Ashley Santos
Data Science Intern

Award-Winning Commitment to Championing Inclusion

Warner Bros. Discovery is honored to have received multiple prestigious awards in recognition of our efforts to promote diversity, equity, and inclusion. These awards demonstrate our commitment to promoting and celebrating diversity.



01 2022 WICT PAR Top Programmers for Women to Work

This award is in recognition of our efforts to create an environment where women not only feel comfortable, but also feel valued and empowered to reach their potential.

05 2023 Muse VIBE Award Winner: Best Companies for Parents, Parental Benefits

This award honors our dedication to our employees, and serves as a reminder of the power of organizations that prioritize the needs of parents and caregivers.

02 2022 WBD Sports People Advisory Council was named Cablefax's DEI Organizational Initiative

This award is in recognition of our programs that make an impact on DEI and Belonging for our employees and across the industry through training, mentorship, student initiatives, affinity groups and more.

06 2023 Ripple Match Campus Forward Award Winner

This award recognizes our commitment to nurturing talent and providing opportunities for underrepresented voices to succeed in the entertainment industry.

03 2022 NABJ Salute to Excellence Awards

CNN's award-winning DEI marketing campaign, "We Are CNN: The Work that Continues" was recognized with an award during the 2022 NABJ Salute to Excellence Awards in the PR & Marketing category for TV.

07 2023 American Council of the Blind Accessibility Award

This award recognizes achievements in accessible audio description in entertainment and educational media.

04 2023 Winners of Diversity Awards New Zealand

In the category of Diverse Talent, Warner Bros. International Television Production New Zealand received acclaim for exceptional work in identifying and nurturing diverse talents.

08 2023 Silver Anthem Award" in the "Campaign - Brand" category

This award recognizes the multiplatform "We Are CNN", a campaign that empowers new voices and showcases diversity. It received over 100,000 views and prominent press coverage in two weeks.

A woman with dark hair in a braid, wearing a patterned beige dress and a blue sash, is smiling and dancing in a studio. Her arms are extended. In the background, another woman in a teal top is also dancing. The studio has a red wall, a window with colorful balloons, and a poster on the wall.

Telling **impactful stories** is our chance to leave a lasting legacy. In decades to come, our productions will continue to **inspire, reflect** and **shape the world...**

Aquaman



“We will continue to create the DCU as a place that welcomes all characters, people, experiences and ideas. We will also ensure casting of major projects is diverse and represents DC’s global fanbase.”

Peter Safran

Co-Chairman and CEO DC Studios

Authentic Storytelling & Inclusive Productions

∨ In this section

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Inclusive Storytelling Guide

In 2024, Warner Bros. Discovery will launch a website dedicated to supporting diverse, equitable and inclusive storytelling.

The Inclusive Storytelling Guide will house a suite of DEI resources, guidelines for industry creatives and production teams to utilize to create safe, inclusive spaces and promote a more representative entertainment landscape.

It will offer valuable hiring resources, content advisement, other essential information to help our teams create the most inclusive projects – from idea to screen and to our audiences wherever they are.

In addition to resources for productions, the guide also provides foundational DEI documents.

These documents and our resource hub serve as a frictionless way for productions to find the workshops and learnings they need to create safe, inclusive spaces where everyone feels valued.

WE ARE GUIDED BY THE FOLLOWING PRINCIPLES FOR INCLUSIVE PRODUCTIONS

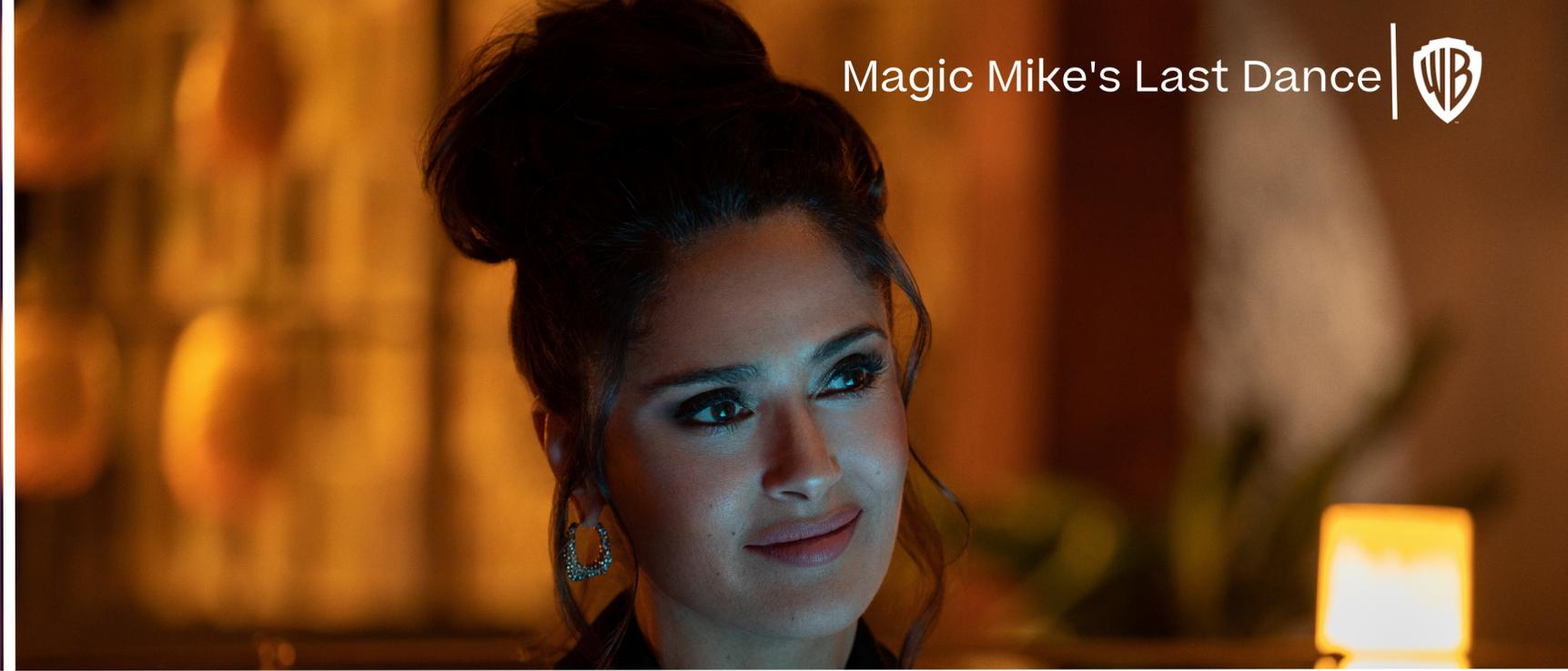
- 1 ACT AS ONE TEAM**
Trust each other succeed together, and grow together.
- 2 CREATE WHAT'S NEXT**
Be curious, innovate and focus on the future.
- 3 EMPOWER STORYTELLING**
Put creators, consumers and partners at the center and share extraordinary stories.
- 4 CHAMPION INCLUSION**
Empower others, have courage and pursue equity.
- 5 DREAM IT AND OWN IT**
Advocate the mission, move with speed and drive results.





Our Suite of On-Demand Resources and Tools

Download fact sheets and resources to improve authenticity of storylines regarding:



Authentic Storytelling

Download factsheets and also information about general DEI terminology & Inclusive language.



Inclusive Productions

Access guidance and templates to create more inclusive systems on production:

Production Accessibility Form (from our Accessibility Centre of Excellence)

Request a DEI Workshop or Training for your Production

Downloadable DEI Learnings & Guides

Find our Guiding Principles for Production



Hiring Resources

Expand your network and meet our partners who can connect you to new talent:

Internally connect with WBD Access Programs & Access to Action

Explore IMPACT Crew (the new home of Array Crew)

Black Beauty Roster

Free the Work

Staff Me Up (Coded for Inclusion)



Content Advisement

Locate and connect with a number of organizations available to provide additional assistance in content guidance, staffing and local support.



Essentials

Review tools essential for a production's safety and inclusion on set including policies and production learning tools

Barbie comes to Max with American Sign Language Version.



ASL performer Leila Hanaumi

We are proud to announce "Barbie with ASL," an American Sign Language (ASL) interpretation of the beloved blockbuster.

This initiative, founded on extensive research, Deaf community feedback, and valuable counsel from community leaders, underscores our commitment to making entertainment accessible.

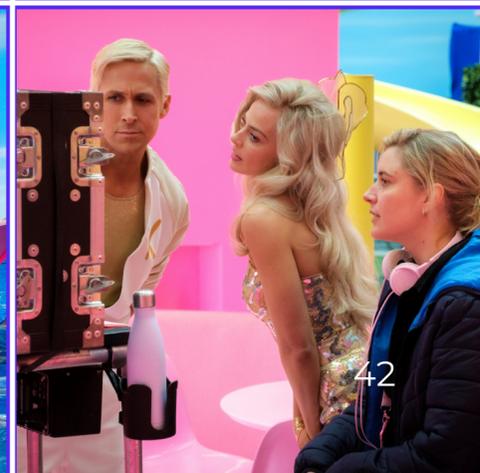
To celebrate this milestone, Max hosted a special community event in Los Angeles, featuring Margot Robbie, the star of Barbie, and ASL performer Leila Hanaumi.

This event was conducted in collaboration with Deaf West Theatre, a renowned Deaf institution with a 30-year legacy, and RespectAbility, an organization dedicated to fighting stigmas and advancing opportunities for people with disabilities.

"Max is the premiere destination for storytelling, and we are incredibly excited to share the biggest movie of the year in ASL, the first language for many.

By offering sign language interpretation, we build upon the film's empowering message of inclusiveness and offer a unique viewing experience for the Deaf community to enjoy with family and friends."

Casey Bloys
Chairman, and CEO of HBO and Max Content





We're striding into 2024 with the same fervor and commitment, prepared to craft more diverse, engaging, and **authentic narratives for all**

Forward

DEI Building Blocks

Pursuing Equity

Authentic Storytelling and Inclusive Productions

Intentionally Inclusive

We continue to shape narratives, build bridges, forge authentic connections and amplify underrepresented voices when we create access to our industry **on and off camera.**

At Warner Bros. Discovery, we believe in authentic, meaningful connection - to each other, to culture, and to our consumer. That's why we empower fearless storytellers who bring our world into focus - and create cultural touchstones with the power to draw us together.

Through best-in-class talent development programs, mentorship, placement opportunities and industry exposure, our Access programs serve as a powerful conduit connecting underrepresented talent to our content and brands.

Over
20,000+
people have applied to our programs since its launch in 2021.

Categories include others:

- 1 Directing
- 2 Writing
- 3 Animation
- 4 Unscripted
- 5 Post-Production

Forward

DEI
Building
Blocks

Pursuing
Equity

**Authentic
Storytelling
and Inclusive
Productions**

Intentionally
Inclusive



Delicious Miss Brown | 

Fostering Talent and Inclusivity

Building Leaders

We help underrepresented talent succeed in the industry, develop leadership skills, and become effective business people.

Collaboration

We partner with organizations to recruit diverse talent and raise awareness about pipeline opportunities.

Unscripted Focus

We expanded our programs to include unscripted content.

Global Expansion

We expanded to Latin America in 2023 and have plans to expand in Asia-Pacific and Europe in 2024.

Access Programs

Forward

DEI Building Blocks

Pursuing Equity

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Intentionally Inclusive

WBD Access Directors Program

Provides historically marginalized Directors a pathway into the episodic television directing space.



House of the Dragon: Directors Shadowing Program

Shadowing sets Directing talent up for success by equipping them with practical experience, guidance and industry relationships that will take them to the next level in their careers.



WBD Access x Canadian Academy Directors Program

Aims at promoting and placing individuals with directing experience in Canadian productions.



WB 100th Short Film Initiative

Geared toward providing creative development, immersive production training, and the opportunity to create a short film at a major film studio for the next generation of storytellers.



Directors

WBD Access X Canadian Academy Writers Program

Participants learn about the television business from internal executives, attend master classes on storytelling and collaborative creative writing with showrunners, as well as other established special guests.



WBD Access Writers Exchange Program

Creates a unique opportunity for five talented writers from under-represented backgrounds based in the North of England who are new to television but already writing for theatre.



WBD Access Writers Program

An "artist-in-residence" style program, the first of its kind in Canada, targeted at mid-level writers who are ready to step into their next roles.



Writers & Producers

Access | Programs

Forward

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WBD Access Canada x L'inis Training and Mentoring Program

In partnership with L'inis this program aims to promote the integration of people from underrepresented groups into various occupations in film, television and interactive media in Quebec, Canada.



WBD Access x Black Beauty Roster Hair & Makeup Department Head Program

This program provides hairstylists and make-up artists from historically marginalized communities an opportunity to position themselves for a department head role.



WBD Access Canada x Access to Action

Access to Action Canada provides individuals who haven't traditionally had pathways into the entertainment industry with access to below-the-line jobs on WBD film and television productions.



The Doers and Dreamers Scholarship

The Doers and Dreamers Scholarship is a talent development initiative focused on Canadian artists from underrepresented communities.



Virtual Production Certificate: Filmmaking with real-time technologies

In partnership with the National Film and Television School and Story Futures Academy, we provide a part-time certificate course to service the unprecedented demand for Virtual Production skills within the screen sector.



House of the Dragon: DP Assistant & Camera Trainee Program

In partnership with HBO and Fabian Wagner, House of the Dragon's award-winning Director of Photography, the Access Programs team supported a paid DP Mentorship & Camera Trainee Program.



Sheridan College x WBD Access Canada Virtual Production Micro-Credential Program

In partnership with Sheridan College and the city of Toronto, this program provides students with the skills needed to succeed in virtual production in the film, tv, gaming and visual effects industries.



Production

Digital & Virtual Production

Access Programs

Forward

DEI Building Blocks

Pursuing Equity

Authentic Storytelling and Inclusive Productions

Intentionally Inclusive

Rooster Teeth Digital Creators Program

In partnership with WBD Access, the Rooster Teeth Digital Creators Program provides underrepresented digital talent a platform to break through to new audiences while also providing them with the tools and opportunities to succeed as digital creators.



WBD Access Comedic Voices Program

Providing historically excluded comedic talent a platform to engage with the late night and unscripted areas of the Warner Bros. Discovery enterprise.



DC Milestone Initiative Development Program

Inspired by the relaunch of DC's Milestone Comics, The Milestone Initiative is a broad, ongoing initiative to identify, support, and elevate emerging Black and other under-represented creators within the comic book industry.



Max X WBD Access Animated Shorts Program

The Max X WBD Access Animated Shorts Program provides underrepresented creators who have not had the opportunity to create an original work for a network or streamer, with access to Warner Bros. Discovery's powerful suite of creative talent and resources.



Front of Camera

The Digital Dove Lab

WBD Access collaborates with Covenant House California to provide training, access and opportunities that lead to long-term financial sustainability and career success in animation, design and the digital arts.



Cartoon Network LATAM Children's Animation Writing Program

Provides Mexico-based writers with resources and instruction to create an original children's animation television pilot while exposing them to creatives and executives at Cartoon Network.



Animation & Comics

Access Programs

Forward

DEI Building Blocks

Pursuing Equity

Authentic Storytelling and Inclusive Productions

Intentionally Inclusive

WBD Access x Rocksteady Studios Games Academy

A 12-week program for aspiring games makers using a curriculum developed by NextGen skills academy and Rocksteady Studios.



Pixelles x WBD Access Canada Prototype Fund

This fund is meant to help creators take a risk on a new project concept that would otherwise be unavailable to them.



WBD Access Music Supervisor Program

The WBD Access Music Supervisor Program is a multi-month pipeline program for creatives looking to get into Music Supervision roles on TV shows and films.



WBD Access x ReelWorks Post Supervisor Training Program

Providing individuals who haven't traditionally had pathways into the entertainment industry with access to below-the-line jobs on Warner Bros. Discovery film and television productions



WBD Access x ReelWorks Post Coordinator Training Program

A free 7-week training program to develop post-production coordinators that will prepare them to work in high-end scripted programming.



NFTS Post Production Supervision Certificate Course

This part-time Certificate course, delivered in partnership with Warner Bros. Discovery Access, Netflix and Prime Video, is designed to give students a grounding in all the different areas that are key in post-production management.



WBD Access Unlock Unscripted Program

Aims to identify high-performing, lower/mid-level unscripted producers and gain exposure in different genres of reality through a week-long intensive and staffing opportunities in elevated or expanded roles.



WBD Access X Black Britain Unspoken

Black Britain Unspoken aims to discover talent and amplify stories about Black British lives. This exciting initiative is aimed at storytellers, filmmakers and creatives who can share experiences and perspectives of being Black in the UK.



WBD VFX Apprentice Program

In partnership with BRIC Foundation, this program supports Registered Apprenticeships in animation, visual effects and gaming, which feed into our commitment to breaking down barriers to access and uplifting the next generation of storytellers.



WBD Access x ReelWorks Post Coordinator Training Program

This program provides individuals who haven't traditionally had pathways into the entertainment industry with access to below-the-line jobs on Warner Bros. Discovery film and television productions.



Games

Post Production

Unscripted

Early Career

Talent is at the heart of everything we do.

A diversity of voices, perspectives, and experience is critical to our business, our content, and a culture of innovation. That's why we're building a more inclusive home for world-class talent of all backgrounds—and creating new paths to grow within and across our brands.



Tank Standing Buffalo

HBO Max X WBD Access
Animated Shorts Program

“

"I've gained confidence and validation that what I'm doing as an independent artist is worthwhile. Connecting with other artists and industry people has been a huge bonus."



Reem Edan

Rooster Teeth Digital
Creator Program

“

"Not only did I get to learn the ins-and-outs of an emerging industry, but got hands-on production experience, one-on-ones with executives, on-camera opportunities, technical workshops and creative direction that has been priceless for me as a content creator."



Aalaa Mohamed

HBO Max X WBD Access
Animated Shorts Program

“

"I gained confidence and experience as a storyteller and designer through this program and the collaborative process. It was a dream come true and I'm so happy to have had the opportunity to share this story."



Christian Henley

Rooster Teeth Digital Creator
Program

“

"The Warner Bros. Rooster Teeth Digital Creators program, without exaggeration, did more to develop, expose, educate, challenge, and support me as a creator than any other program I've been involved with."



Intentionally Inclusive

✓ In this section

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"Our single most important job is to entertain the viewers watching our shows -- fans of all genders, races and ethnicities -- and we have a lot of fun doing it."

Charles Barkley



We Are **More Than Entertainment:**
Our Pledge to Uplift Society is in our
actions, not just words.

7 Little Johnstons





Global Supplier Diversity

We recognize that increasing diversity across our business enables us to tap into new ideas that add value to our operations, strengthen our brands, and fuel innovation among our teams. Our Supplier Diversity Program promotes, increases, and improves the participation of diverse businesses within our organizational supply chain and investment portfolio.

Identification Program

We define a diverse supplier as an organization primarily owned (51% or more) by individuals from diverse backgrounds, such as ethnic minorities, women, LGBTQ, veterans, and individuals with disabilities. We collaborate with a range of partners worldwide to help introduce us to new diverse suppliers. Additionally, we invite diverse suppliers to connect directly with us.

Assessment and Qualifications

We are pleased to onboard new profiles in our business. To ensure a successful partnership, we rigorously assess and evaluate all suppliers according to our procurement procedures. We actively introduce qualified diverse suppliers to the relevant areas of our business for potential future engagement and collaboration.

Outreach & Development

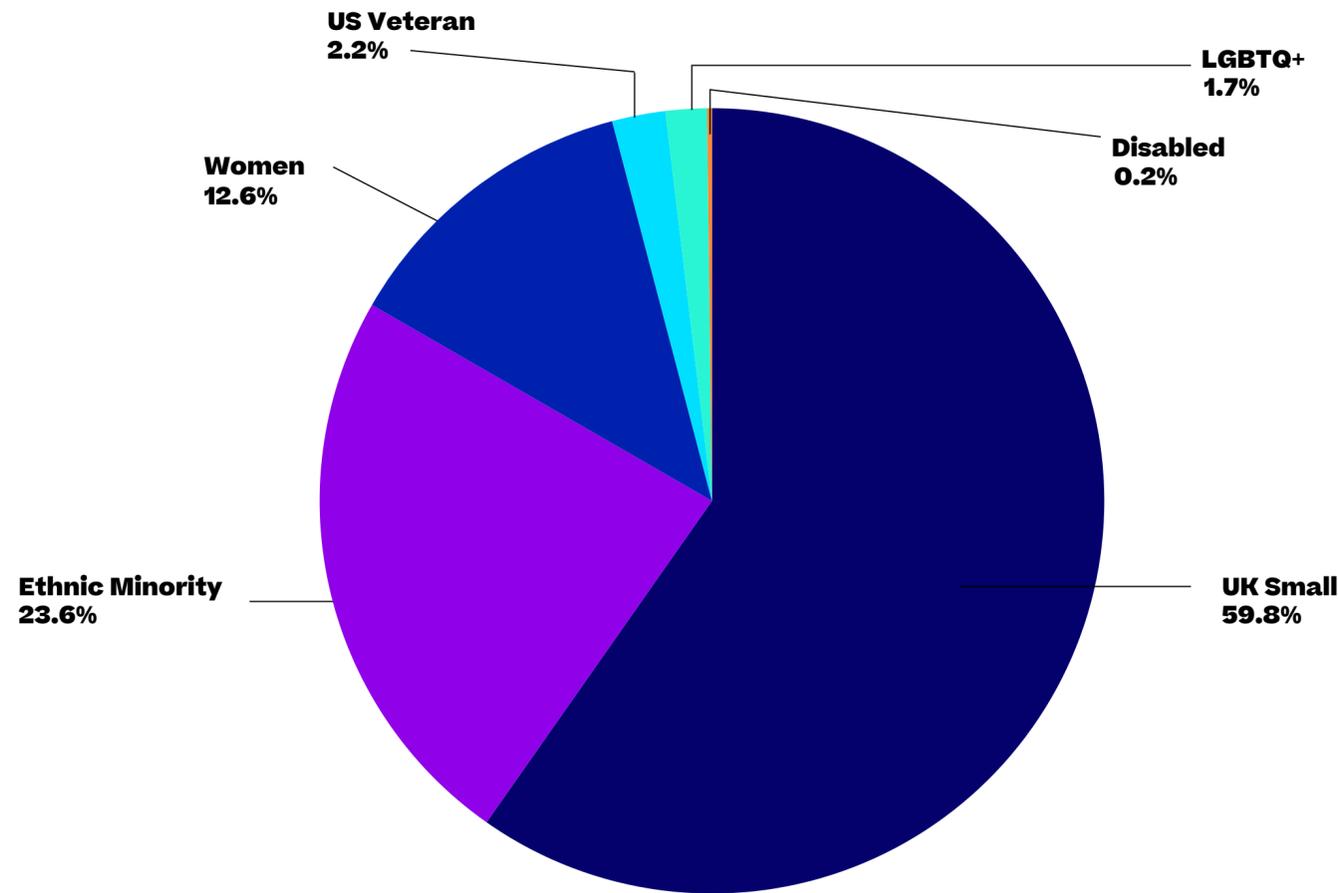
By investing in the development of diverse suppliers, we know we are investing in Warner Bros. Discovery and the broader media industry. Through our supplier diversity network, we will connect and engage with diverse suppliers in an effort to grow and sustain a steady supply of talented partners.

WBD Supplier Diversity - Global

The impact by percent of spend with each diversity designation is shown below. Please refer to the Diversity Designation hierarchy information for additional insight.

Global Supplier Diversity by Designation - \$207M

Q4 2022 to Q3 2023

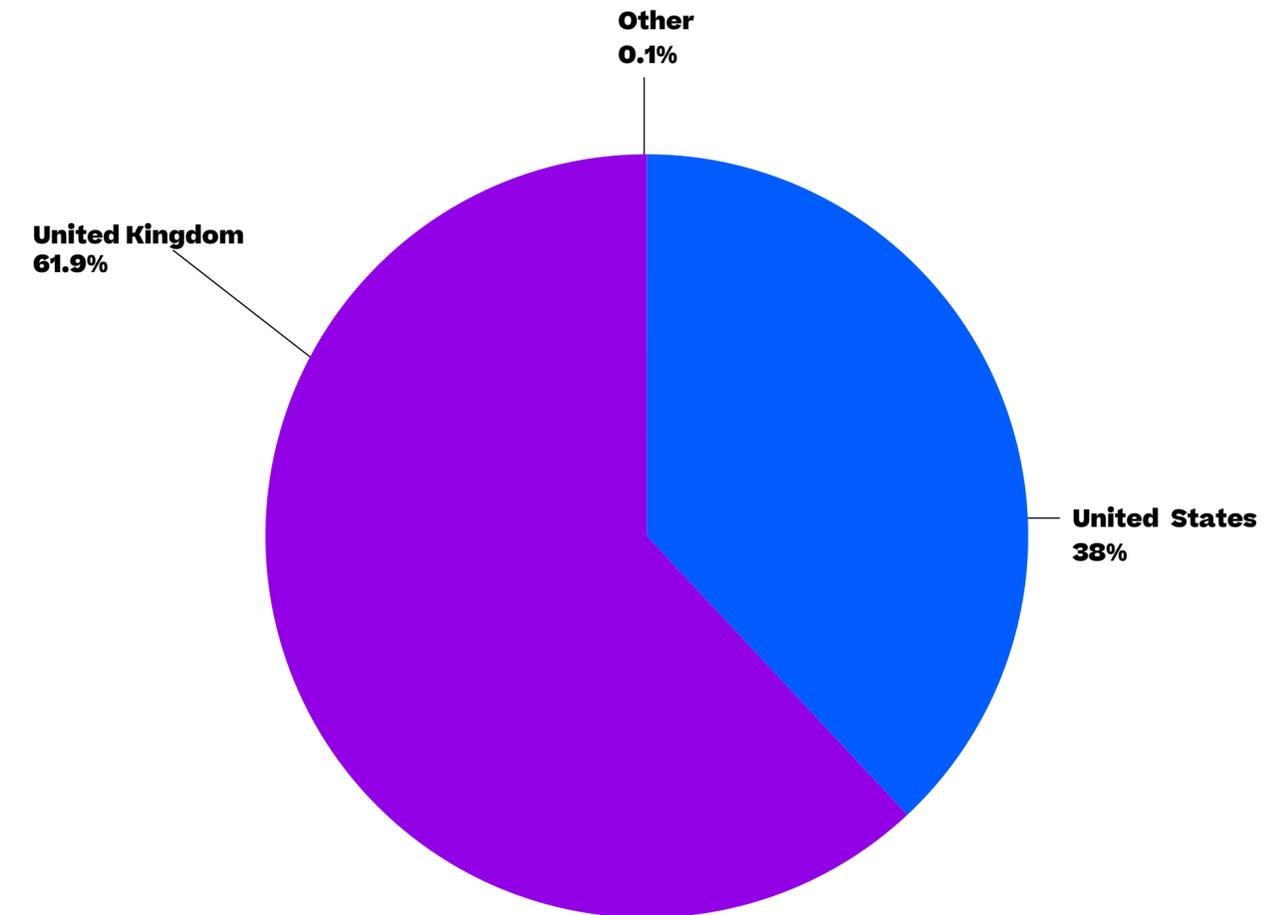


*Diversity designations are specific to the country of origin. In WBD Supplier Diversity, the term impact is used to describe a dataset which includes data for all diversity designations recognized by the countries of origin (ex. Small Business is included in global impact because it is a recognized diversity designation in the UK, but not in the US.)

The WBD Supplier Diversity program is on a consistent journey to include, promote, and support partnerships with diverse business enterprises in our global sourcing practices. Our team's global impact in this space over the last 12 months has been \$207M in spend.

Global Supplier Diversity Impact **

Q4 2022 to Q3 2023



Supplier Count **Total - 723

**The Supplier Count only includes organizations that have a certificate from an accrediting organization. There are other Suppliers that do business with WBD that self-identify that are not included in this total.

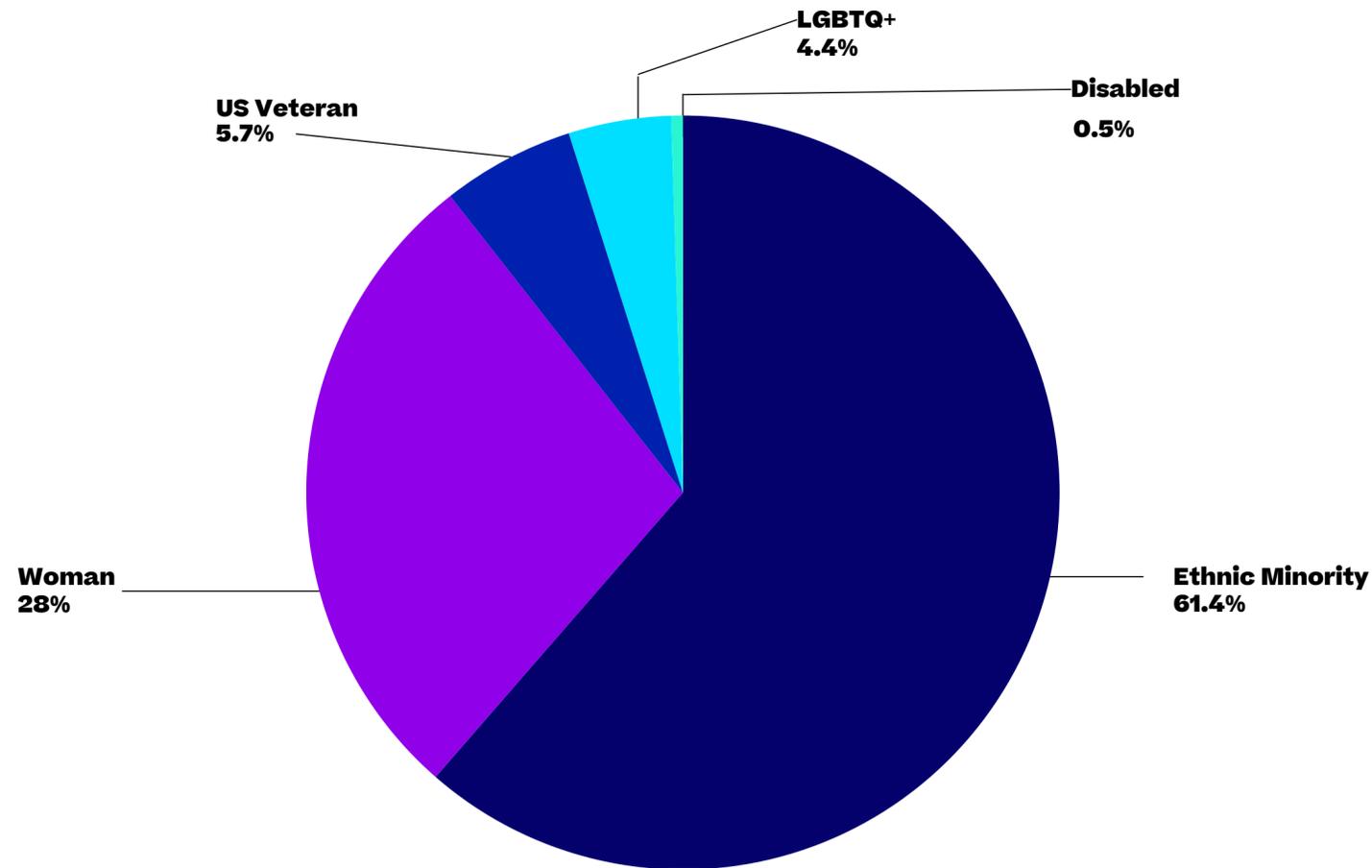
Warner Bros. Discovery Supplier Diversity – U.K. and U.S.

*The Supplier Count only includes organizations that have a certificate from an accrediting organization. There are other Suppliers that do business with WBD that self-identify that are not included in this total.

The impact by percent of spend with each diversity designation in the U.S. is shown below. Please refer to the Diversity Designation hierarchy information for additional insight.

The impact by percent of spend with each diversity designation in the U.K. is shown below. Please refer to the Diversity Designation hierarchy information for additional insight.

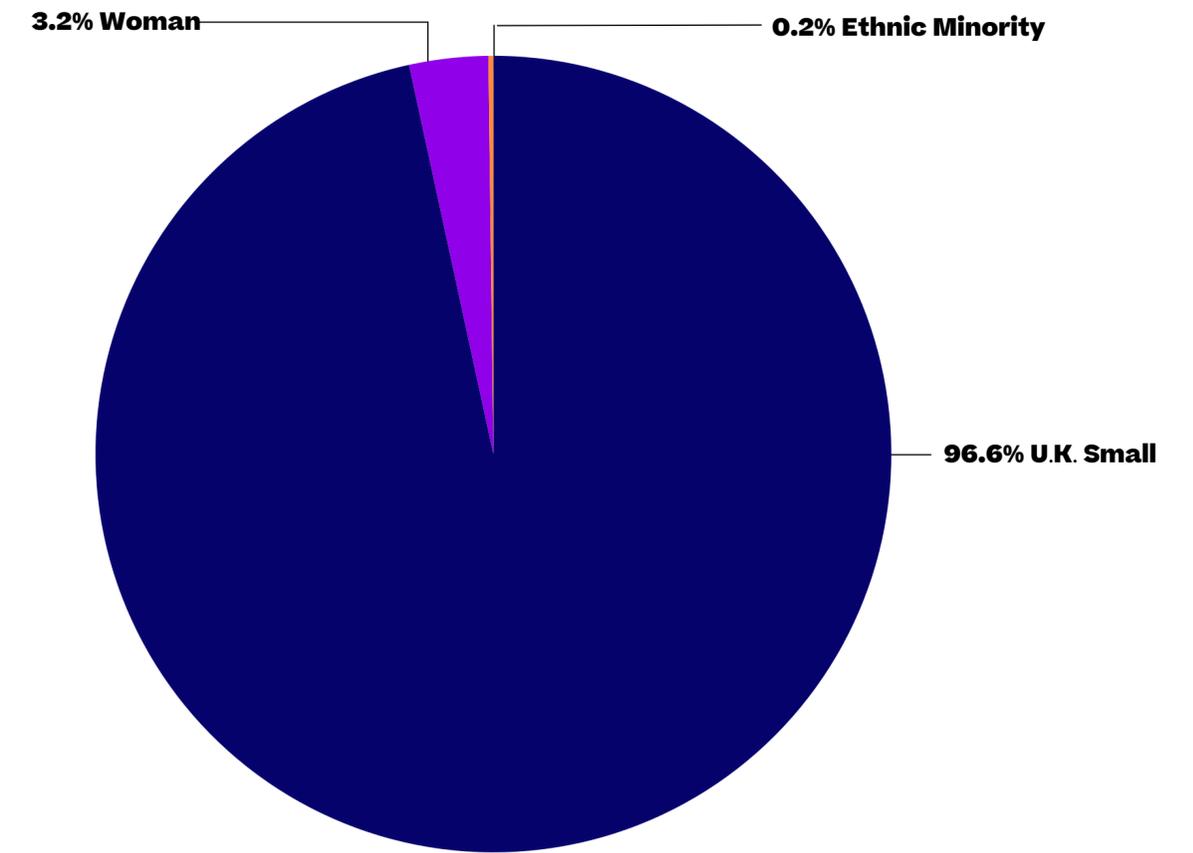
U.S. Supplier Diversity by Designation \$79M
Q4 2022 to Q3 2023



Supplier Count * Total - 202

Warner Bros. Discovery Supplier Diversity collects, but does not report, Small Business data with supplier diversity because Small Business is not a certified diversity designation in the US.

U.K. Supplier Diversity by Designation \$128M
Q4 2022 to Q3 2023



Supplier Count * Total - 523

Warner Bros. Discovery Supplier Diversity uses a third-party for diversity certification verification and enrichment of our spend dataset. The ability of our partner to provide this service is most mature in the US and growing in the UK and internationally. The current level of confidence in the completeness of the UK dataset is approximately 80%.

Forward

DEI Building Blocks

Pursuing Equity

Authentic Storytelling and Inclusive Productions

Intentionally Inclusive

Our Commitment to a More Accessible Tomorrow.

The Warner Bros. Discovery Accessibility Center of Excellence (ACoE) is an initiative dedicated to advancing accessibility and inclusivity across our business.



Did you know?

The ACoE provides governance and compliance guidance on regulatory requirements such as closed captions and audio description, as well as for accessibility on all platforms, including web, mobile, broadcast, cinema, over the top media service, streaming apps, multimedia, games, and facilities.

Up to
26%
(at least 1 in 4)
of our users and customers require some form of accessibility.

Source: CDC

Our Notable 2023 Achievements

- 01** Ran a dedicated Accessibility Academy with over 100 classes and webinars to raise awareness of and support both regulatory and best accessibility practices.
- 02** Conducted production, product, and facilities audits and reviews, supporting and advising on enterprise-wide accessibility projects, events, and product launches, and by building and maintaining an accessibility resource center.
- 03** Established production accessibility guidance to foster inclusive storytelling and content creation, and provided accessibility standards by platform to support the media and product supply chain.

Forward

Our DEI
Building Blocks

Pursuing
Equity

Authentic
Storytelling and
Inclusive
Productions

**Intentionally
Inclusive**



James Gibbons

1 APAC is one of the most culturally, ethnically and linguistically diverse regions and making real progress on DEI requires an equally diverse range of approaches. But I have found that what really matters, is that the belief in the value of DEI comes from within the team, and that we all make those choices as part of our daily lives.

**President & MD
Western Pacific**

Jeff Goldstein

2 Embracing DEI is essential for future business growth, for our work force and audiences. It's an investment in the vibrant future of the film industry. In 2024, I hope for a cinematic landscape with diverse voices that tell richer stories that global audiences will connect with.

**President
Domestic Distribution
Warner Bros. Picture Group**

Vera Buzanello

3 DEI to me means using our influence to support people, by removing barriers to their growth, especially those of racism and prejudice, but also social hurdles. I hope to be able to help them to move forward professionally while bringing new points of view into our organization.

**Country Manager
Brazil, and Head of Distribution, Latam**

Charting a Path to the Future Together

Looking Forward into 2024....

Pia Barlow

4 As a marketer, how we connect to fans is about understanding what drives them emotionally - and DEI is at the center of that. I'm looking forward to not only representing the audiences we serve in our marketing, but also ensuring that our global audiences see themselves in the stories we tell.

**Executive Vice President
Max Original Marketing**

Sir Mark Thompson

5 CNN's role is to cover news as it happens across the globe and on our platforms. From our political coverage to conflict in the Middle East, when our journalists and staff come from diverse backgrounds, it strengthens that coverage and makes us better journalists, providing insightful nuance and perspectives on the stories we cover.

**Chairman and CEO
CNN Worldwide**

Sheereen Russell

6 Inclusion has been a swift superhighway to access key influencers and stakeholders among marketing partners in the marketplace. For the past 4 years, Ad Sales has built relationships and credibility to drive demand, unlock new media budgets, partnerships, and business models, resulting in revenue and support new enterprise opportunities.

**Executive Vice President, Ad Sales and
Inclusive Content Monetization**

Shaping a Future of
Inclusion: **Our Journey
Continues - together.**
Inclusivity Beyond
Boundaries

CRAIG BEFORE THE CREEK



Craig Before the Creek



In our differences, we've discovered our greatest strength, uniting under the banner of diversity, equity, and inclusion.

We're not perfect, but this is a moment to think about how we can improve and capitalize on the momentum we've built.

We're doubling down on our efforts across the business and strengthening our strategies at the local and regional levels.

We aspire to create an environment where every voice is heard, every perspective is valued.

Asif Sadiq

Chief Diversity, Equity and Inclusion Officer

The story presented in this report signifies progress, increased awareness, and concrete actions, but the narrative extends far beyond these pages.

It permeates our communities and empowers individuals to effect change and inspire others.

Together, we author the next chapter, continuing to write a story that inspires generations to come.



Insecure | **max**

The Last of Us | **max**



Diversity Equity Inclusion

2023 REPORT

For more information visit:

▶ www.warnerbrostdiscovery.com/DEI

📷 [@warnerbrostdiscovery](https://www.instagram.com/warnerbrostdiscovery)

🐦 [@warnerbrostdiscovery](https://twitter.com/warnerbrostdiscovery)