



representation in media and entertainment.

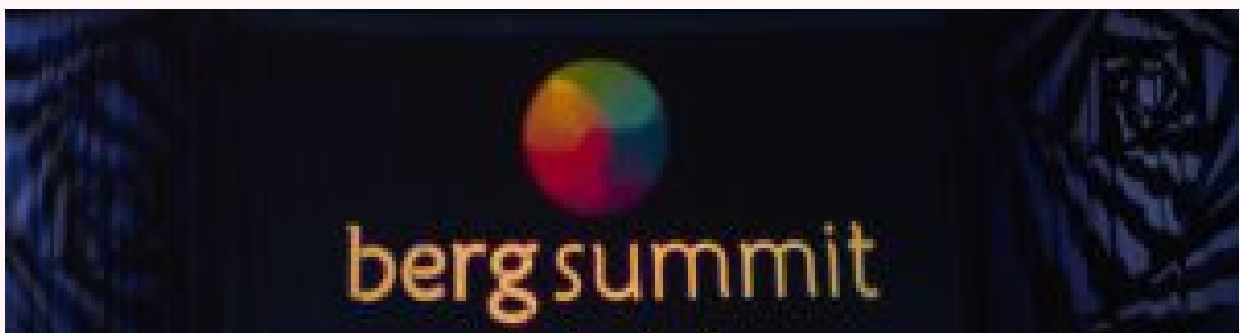


## People

The more our consumers worldwide are reflected in our workforce, the better we're able to serve them authentically. When our employees perceive that Disney culture supports their professional development and advancement, they can be authentic, contribute freely, and take pride in our company.

To view representation in our workforce, [click here](#).

*Our intention is to progress towards a workforce reflective of the diverse audiences we serve.*





## Culture

We strive to design work environments that inspire optimism and drive innovation for all employees, at all levels. And because we recognize that maintaining an inclusive, supportive workplace requires mindful attention and intention, we continually adapt to the evolving needs of our people.

*Our intention is to put the responsibility for an inclusive culture in the hands of our leaders and employees through comprehensive education and engagement efforts.*



## Content

We believe that forging meaningful connections with our consumers contributes to the growth and viability of the Company, so we purposefully champion a multitude of voices and perspectives.

*Our intention is to broaden access and diversity in our industry by adopting inclusion standards across Disney General Entertainment and live-action Studio\* productions by the end of 2022, with the goal of advancing representation in front of and behind the camera, in marketing and more.*

\* Disney General Entertainment is the collection of The Walt Disney Company's entertainment and news properties across a portfolio of television brands and businesses, including ABC Entertainment, ABC Signature, ABC News, Freeform, ONYX Collective, Twentieth Television Studios, FX Networks and FX Productions, Hulu Originals, Disney Branded Television (including the Disney Channel networks), and National Geographic. Disney Studios Content is the collection of The Walt Disney Company's entertainment properties creating content across a portfolio of brands; the live-action brands include Disney Live Action, Marvel Studios, Lucasfilm, 20th Century Studios, and Searchlight Pictures.





### **Community**

By making social investments and forming partnerships with organizations, we provide access to our industry for those who may otherwise be overlooked. These efforts create significant opportunities in the short term and nurture future generations.

*Our intention is to direct more than 50% of our annual charitable giving to programs serving underrepresented communities, and to spend at least \$1 billion with diverse suppliers by 2024.*

## **Diversity, Equity & Inclusion Highlights**

<sup>\*</sup> Charitable giving that we report includes grants specifically directed towards historically underrepresented and protected communities including Asian American, Pacific Islander, Black, Hispanic, Native American/Indigenous, LGBTQ, People with Disabilities, Veterans & Women. We also include grants to organizations where a percentage of their services reach underrepresented and protected communities. If the organization spends a majority of their efforts on these communities, we count the entire grant and if the organization does not spend a majority, we count a proration of the grant. For grants to these two types of organizations, we rely on their self-reported percentages regarding communities served. On a sample basis, we validate the percentages that are reported.

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browser that

## Reimagine Tomorrow

We launched the Reimagine Tomorrow platform with the goal of providing greater transparency and accountability of our diversity, equity and inclusion commitments, efforts and progress.

[Learn more about Reimagine Tomorrow](#)



**Diversity & Inclusion**

People  
Culture  
Content  
Community  
Future Storytellers

**Environment**

Environmental  
Sustainability  
Natural Climate  
Solutions  
Conservation  
Stories &  
Experiences

**Charitable Giving**

Children's Hospitals & Wish  
Granting  
Volunteering

**Workforce**

**Operating Responsibly**

Supply Chain

**ESG Reporting**

**Impact Stories**

**ABOUT** ↗

**INVESTOR RELATIONS** ↗

**CAREERS** ↗



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