

## **10 Calls to Action**

1. CBC/Radio-Canada must institute a zero-tolerance policy on racism and/or anti-Black racism in the Code of Conduct.
2. Each of CBC/Radio-Canada's foundational policies must be reviewed through the lens of diversity, inclusion, anti-Black racism and anti-oppression. This includes, but is not limited to, CBC's Code of Conduct, Journalistic Standards and Practices, Language and Style Guide and [Programming Policies](#), among others.
3. Each of CBC/Radio-Canada's training courses must be reviewed through the lens of diversity, inclusion, anti-Black racism and anti-oppression. This includes, but is not limited to, all Train the Trainer, Professional Skills and Leadership courses.
4. CBC/Radio-Canada must appoint a person of colour to the next available position on the Senior Executive Team.
5. CBC Radio-Canada must explore accelerating the appointment of currently qualified Black employees into leadership positions by January 2021.
6. CBC/Radio-Canada must create a Black content unit, similar to CBC Indigenous. This new unit will be connected at the outset with all content creation units within the corporation (E.g. News, Current Affairs, Music, Sports, Kids, etc.). This unit must be led by and comprised solely of Black employees.
7. CBC/Radio-Canada must commission an independent audit of all employees' salaries across the country, by position and race to identify any discrepancies in the initial salaries between Black and non-Black new hires.
8. CBC/Radio-Canada must commission an independent audit/investigation into systemic racism within the corporation with a focus on two main categories:
  - a. Looking into HR practices and the systemic barriers in hiring, promotion, retention.
  - b. Looking into the mechanisms for reporting racism and the barriers to BIPOC employees who experience racism in the workplace.
9. CBC/Radio-Canada must establish an independent office to track and thoroughly investigate complaints of racist incidents/language usage in the workplace.
10. CBC/Radio-Canada must publicly release all race-based data/reports currently available and those to come in the future, including, but not limited to, the current retention and promotion rates of non-white employees.

**All of the actions above must be in consultation with Black people throughout the entire process.**