

## **Report of the FOX News Workplace Professionalism and Inclusion Council dated May 27, 2020**

### **Introduction and Background**

Since its last report on December 23, 2019, the FOX News Workplace Professionalism and Inclusion Council (the “WPIC”) convened three times pursuant to the WPIC’s Charter, holding the first of its four regular annual meetings on January 28, 2020 at FOX News and the second meeting on March 4, 2020 at FOX News. The third annual meeting was held on May 18 via videoconference. WPIC members Kevin Lord, Executive Vice President of Human Resources, Fox Corporation; Lily Fu Claffee, Executive Vice President & General Counsel, FOX News; Sylvia Hewlett, Author & Chair Emeritus, Center for Talent Innovation; the Honorable Barbara Jones, Partner, Bracewell LLP; Virgil Smith, Principal, Smith Edwards Group LLC; and Brande Stellings, Principal, Vestry Laight LCC, attended all three meetings.

### **Regular WPIC Meeting on January 28, 2020**

On January 28, 2020, the WPIC had the first regular council meeting of the year. The focus of this meeting was a presentation by representatives from *Great Places to Work* (“GPTW”) that provided the WPIC with a thorough review of the process for implementing the *GPTW* survey and the many capabilities and features the survey provides.

*GPTW* explained the importance of developing a clear communication plan, which would include explaining to employees who *GPTW* is, why FOX News partnered with *GPTW*, and what employees can expect as far as what the survey will entail and when it will be rolled out. *GPTW* recommended that the communication come from a high level of leadership within the organization.

The WPIC made clear the importance of making sure employees felt comfortable that there would not be any negative impact based on what employees say in the survey and that employees would not have to worry about how they responded to the survey. *GPTW* explained that employee responses to the survey are confidential, that the data resides with *GPTW* and not FOX News, and that aggregation and analysis is done in a way that maximizes employee anonymity.

*GPTW* then provided the WPIC with an in-depth look at the survey’s numerous functional tools, including the ability to customize certain questions and/or add questions. *GPTW* also demonstrated the various ways data can be filtered and analyzed, such as comparison filters and “heat maps” that show areas where a company may be under-performing or over-performing based on various demographic criteria. *GPTW* also explained how it can assist with follow-up “pulse” surveys once the results from the initial survey are analyzed and areas of interest are

identified. The WPIC came away very impressed with the survey questions and with the exceptional analytic tools the survey provides. In particular, the ability to benchmark against other organizations, to filter the data by variables such as gender, race, and military status (to name a few), as well as the ability to cluster survey responses to create various indices such as a “Trust Index” or an “Inclusion Index,” highlight the versatility and usefulness of the *GPTW* instrument.

### **Regular WPIC Meeting on March 4, 2020**

The WPIC had its next regular council meeting on March 4, 2020. This meeting centered on the best time to conduct the *GPTW* survey. The council discussed the difficulties with scheduling the survey in light of several factors, including 2020 being a Presidential Election year and the increasing uncertainty brought by the spread of the novel coronavirus. As a result, the council acknowledged that the full survey likely would not be possible in 2020, and instead discussed the possibility of conducting focus group surveys in advance of the full *GPTW* survey. These focus groups would be volunteer only, based on an individual’s tenure and/or role within the company, and could be in-person or virtual and anonymous.

Marsheila Hayes, Vice President, Diversity & Inclusion, Fox Corporation, then gave a presentation to the WPIC concerning Fox Corporation’s plan for communications to employees in 2020 regarding the company’s Diversity & Inclusion (“D & I”) initiatives. FOX currently has eight different Employee Resource Groups (“ERGs”). ERGs are affinity groups that bring together employees with common issues and interests. Ms. Hayes described these ERGs and discussed the steps FOX is taking to inform the workforce about the groups and FOX’s other D & I endeavors. These steps include announcements and updates on the company intranet regarding the ERGs, “Inclusion Informationals” held via Zoom, and company-wide newsletters and custom wallpapers for each Heritage Month. FOX is also holding “Inclusion Week” from October 12, 2020 to October 15, 2020.

### **Regular WPIC Meeting on May 18, 2020**

Despite the disruption and challenges posed by the coronavirus pandemic, the WPIC held its third annual meeting on May 18, 2020. During this meeting, which was held via videoconference, FOX News informed the WPIC of the wide array of measures the company has taken in response to the pandemic.

The WPIC was briefed on the steps FOX News has taken to stay on the air and fulfill its mission of keeping the public informed while also significantly reducing its footprint at its physical locations to ensure its employees’ health and safety. In

addition to directing employees to work remotely where possible, FOX News built 42 home studios in a matter of weeks, thereby allowing news coverage to continue while minimizing potential exposure to COVID-19. For the vast majority of employees working remotely, FOX News posted numerous helpful resources on its intranet, including business-specific Remote Work Guides, and a webinar series through FOX Learning & Development that teaches practical techniques for cultivating creativity during the current crisis. Since operations were continuing, the need for new employees also continued. Hiring and onboarding was accomplished through a virtual New Hire Orientation model that has allowed new hires to get the full orientation experience while still practicing social distancing.

For those employees who did report to physical worksites, safety measures included rigorous and regular cleaning protocols and physical alterations to the office such as erecting Plexiglas barriers between workstations. FOX News also provided several enhanced benefits for employees working on-site, including daily catering, a daily on-site work incentive, and transportation reimbursements for car service, Citi Bike, and parking. In addition, for all employees – whether on-site or working remotely – FOX waived their health insurance premiums for six months and waived any Telemedicine co-payments.

FOX was dedicated to ensuring that its employees had the information needed to cope during the pandemic and launched the COVID-19 Resource Hub on its intranet, which highlights countless resources on the following categories: *Activities & Connectivity, Mindfulness & Health, Giving & Virtual Volunteering, and Family & Kids*. Also, FOX’s Employee Assistance Program (“EAP”) and Resources for Living teamed up for a one-hour, FOX employee-specific session in April on *Ways to Stay CALM and Relieve Stress During COVID-19* and on multiple sessions throughout the month of May. (i.e., *Managing Worry, Emotional Eating, Adapting, Coping, and Responding to Change*; and *Anger: How it Helps and How It Hurts*). FOX is also offering virtual EAP sessions to employees, hired an EAP counselor to be on site, and in recognition of May being Mental Health Awareness Month, FOX Life partnered with the National Alliance on Mental Illness and the American Foundation for Suicide Prevention through FOX Giving employee match campaigns.

As part of the ongoing efforts to maintain a sense of community, FOX hosted a virtual *Bring Your Child to Work Day* in April. More than 500 employees “brought” their children to this event, which included Janice Dean, Alex Rodriguez, and MasterChef Junior chef Aarón Sánchez.

The WPIC was then briefed on the extensive Diversity & Inclusion activity at FOX since the WPIC last met on March 4. The Inclusion team has worked with Employee Resource Group (“ERG”) Co-Chairs and Programming leaders to develop new, virtual-based programming for Zoom, Slack, and the company’s intranet. These

virtual events included a session sharing technology tips and tricks that colleagues can incorporate in their digital and remote work skill set; a session discussing the specific challenges facing Asian American communities, and how data collected from the Census assists in the allotment of resources to meet community needs; and a virtual *Corona Cookbook* of Slack channel uploaded recipes.

The FOX Inclusion Team continues to develop virtual programming in its ongoing efforts in cultivating an inclusive digital workplace and to support ERG Board Members in effective digital communications and programming development. The Inclusion team created the Inclusion Seminar Series, consisting of two three-part seminar series: *Effective ERG Communications* (Getting the Knack of Slack; Bringing Backstage to the Forefront; Hitting the Target with Email) and *ERG Programming Essentials* (There's no 'P' in 'ERG' - The Necessity of Collaboration; From Ideation to Execution - Understanding Event Logistics; Time to Level Up! - Day of Execution & Beyond). All of these sessions are recorded to be accessible to all colleagues at any time. The Inclusion Team also launched *#SlackChats*, where discussion topics encourage light-hearted conversation and the sharing of tips and recommendations for staying focused on work, remaining active with colleagues, and adding a little fun to the work (from home) day. In late March, the Inclusion Team launched *#TEDTalkTuesdays Virtual Coffee Break*, screening different TED Talks that speak to the power and value of diversity and inclusion.

FOX News next briefed the WPIC on its many programming initiatives in response to the pandemic. These initiatives included the following:

- FOX News ran over 22,000 coronavirus-related Public Service Announcements (“PSAs”) in March, including special PSAs with FOX Sports and FOX News hosts and anchors encouraging viewers to stay home and seek guidance from the Center for Disease Control.
- FOX News co-hosted a town hall with Facebook about the pandemic, raising \$1 million to Feeding America’s COVID-19 response fund.
- Dana Perino has been hosting weekly children’s books readings on digital streaming platforms including FOX Nation.
- Fox News Media hosted *America Together: A Discussion on America’s Health, Our Economic Future and Democracy 2020*. During the virtual session, FOX News leadership, anchors and contributors shared their insights and perspective on the economic and social impact of COVID-19.
- Harris Faulkner hosted *Outnumbered Overtime: America Learns Together*, featuring a remote audience of parents and educators talking about the challenge of digital education during the pandemic, alongside a number of former top Department of Education officials.

- Harris Faulkner hosted *America Copes Together*, a virtual town hall to tackle the issue of mental health. The special featured remote panels comprised of psychiatrists and everyday Americans to highlight the psychological effects that the COVID-19 crisis has had on families, the healthcare community, front line workers and all those isolated and impacted during the pandemic.
- The Independence Fund, a FOX partner committed to empowering our nation's Veterans to overcome physical, mental, and emotional wounds incurred in the line of duty, launched a new awareness campaign called *RESILIENT@Home* with Pete Hegseth from FOX and Friends.
- FOX News Media also launched the *America Together Initiative*, which utilizes content from various FOX platforms showcasing the resilient American spirit and spotlighting uplifting stories of communities joining together to persevere in times of crises. Most recently, on April 26, FNC personalities hosted a special featuring “inspirational stories of resiliency” during the pandemic.

### **Looking Forward**

The WPIC will continue to work together to set the agenda and topics to be addressed at future meetings and looks forward to furthering FOX News' goal of increasing diversity and maintaining a strong culture that is free from discrimination and harassment. WPIC members have been available and provided counsel as needed for FOX News HR leadership. The focus groups discussed at the March meeting have been delayed due to the pandemic and will be conducted at an appropriate time in the future. Overall, the WPIC was very impressed with the numerous initiatives and programs outlined above and is looking forward to sharing them when they next meet with the Fox Corporation Nominating and Corporate Governance Committee.