

2021

# Impact Report

BY THE NUMBERS





# Workforce Diversity\*

Diversity, equity, and inclusion are essential to our business. Our aspirational goal is to have 50% women and 33% people of color at every level of our workforce.

## Key

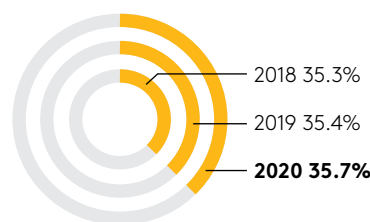
Women

 People of Color\*\*

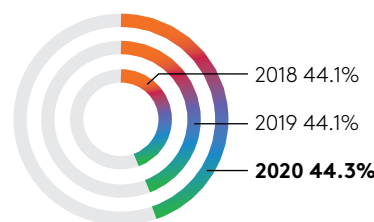
## OVERALL WORKFORCE YE 2020

Total Workforce

## Women



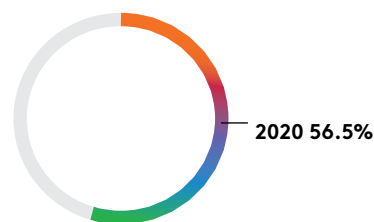
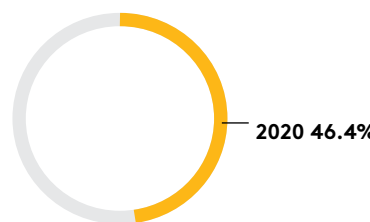
## People of Color



**% of total**

% of total	2018	2019	2020
Asian American	6.3%	6.7%	<b>7.2%</b>
Black	19.9%	19.2%	<b>18.8%</b>
Indigenous	0.4%	0.4%	<b>0.4%</b>
Latino	14.5%	14.7%	<b>14.7%</b>
2+ races	3.1%	3.2%	<b>3.2%</b>

## New Hires



Asian American

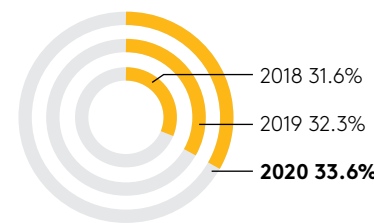
Asian American	8.9%
Black	25.8%
Indigenous	0.4%
Latino	15.6%
2+ races	5.9%

\* All diversity data in this report are for Comcast NBCUniversal only. Workforce metrics are reflective of our U.S. full time employees. \*\* Ethnic diversity numbers may not sum to total due to rounding.

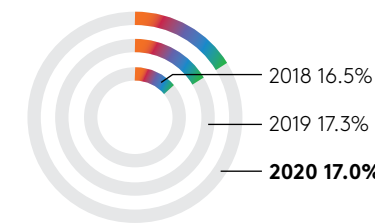
## LEADERSHIP YE 2020

Executive Leadership Team\*

## Women



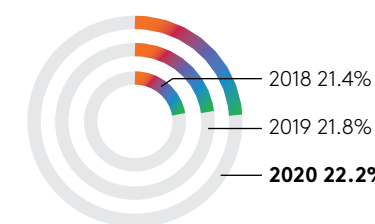
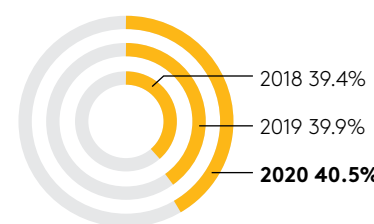
## People of Color



**% of total**

% of total	2018	2019	2020
Asian American	4.9%	5.5%	<b>5.5%</b>
Black	6.1%	6.0%	<b>5.9%</b>
Indigenous	0.5%	0.5%	<b>0.5%</b>
Latino	4.4%	4.4%	<b>4.1%</b>
2+ races	0.7%	0.9%	<b>1.1%</b>

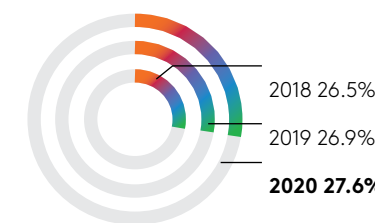
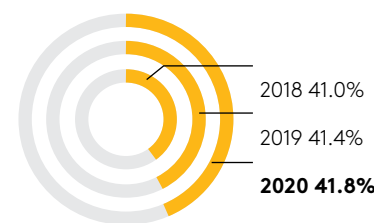
Vice Presidents  
and Above



Asian American

Asian American	7.1%	7.4%	<b>8.0%</b>
Black	5.1%	5.0%	<b>5.1%</b>
Indigenous	0.3%	0.2%	<b>0.2%</b>
Latino	7.6%	7.6%	<b>7.4%</b>
2+ races	1.3%	1.6%	<b>1.6%</b>

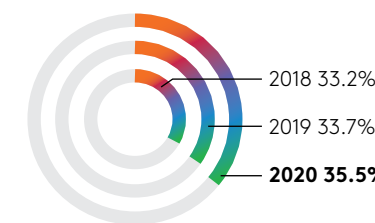
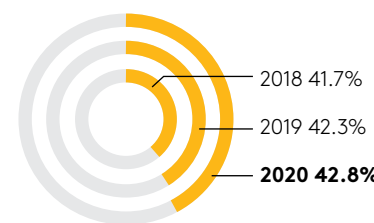
## Directors



Asian American

Asian American	11.1%	11.2%	<b>11.5%</b>
Black	6.0%	6.1%	<b>6.3%</b>
Indigenous	0.3%	0.3%	<b>0.3%</b>
Latino	7.5%	7.4%	<b>7.5%</b>
2+ races	1.7%	2.0%	<b>2.1%</b>

Managers



Asian American

Asian American	9.6%	9.5%	<b>10.4%</b>
Black	8.7%	8.9%	<b>9.3%</b>
Indigenous	0.3%	0.3%	<b>0.3%</b>
Latino	12.3%	12.5%	<b>12.9%</b>
2+ races	2.3%	2.5%	<b>2.7%</b>

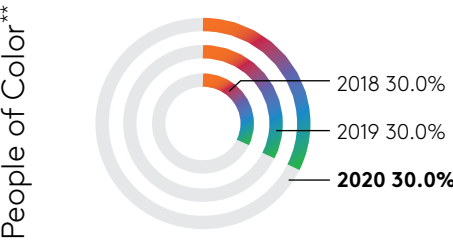
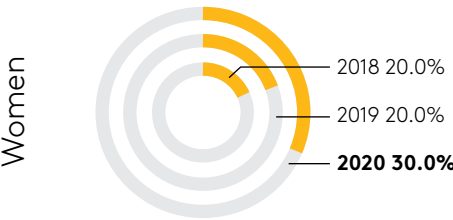
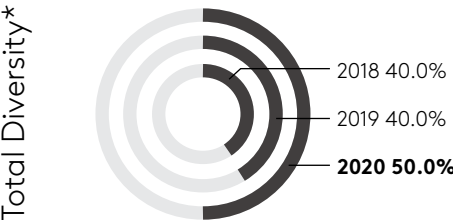
\* Our Executive Leadership Team includes Comcast's Senior Vice Presidents and above, as well as NBCUniversal's Executive and Management Committees.

# Governance

Our commitment to diversity starts at the top, with a Board of Directors that is 30% women and 30% people of color.



## BOARD OF DIRECTORS



% of total	2018	2019	2020
Asian American	10%	10%	10%
Black	10%	10%	10%
Indigenous	0%	0%	0%
Latino	10%	10%	10%
2+ races	0%	0%	0%

\* Total Diversity refers to people of color and women, without double-counting women of color.

\*\* Ethnic diversity numbers may not sum to total due to rounding.

# Supplier Diversity

Comcast NBCUniversal’s supplier diversity program is designed to promote, increase, and improve the participation of diverse businesses within our corporate supply chain — including companies owned by women, people of color, veterans, people with disabilities, and lesbian, gay, bisexual, transgender, and queer individuals. We track our spending with both Tier 1 vendors (direct purchases from approximately 2,500 diverse suppliers) and Tier 2 subcontractors.

## PROCUREMENT

### Tier 1 Diverse Spend

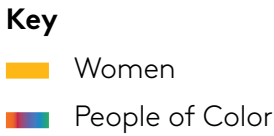
2018	2019	2020
\$4.0B	\$3.9B	\$3.7B

### Tier 2 Diverse Spend

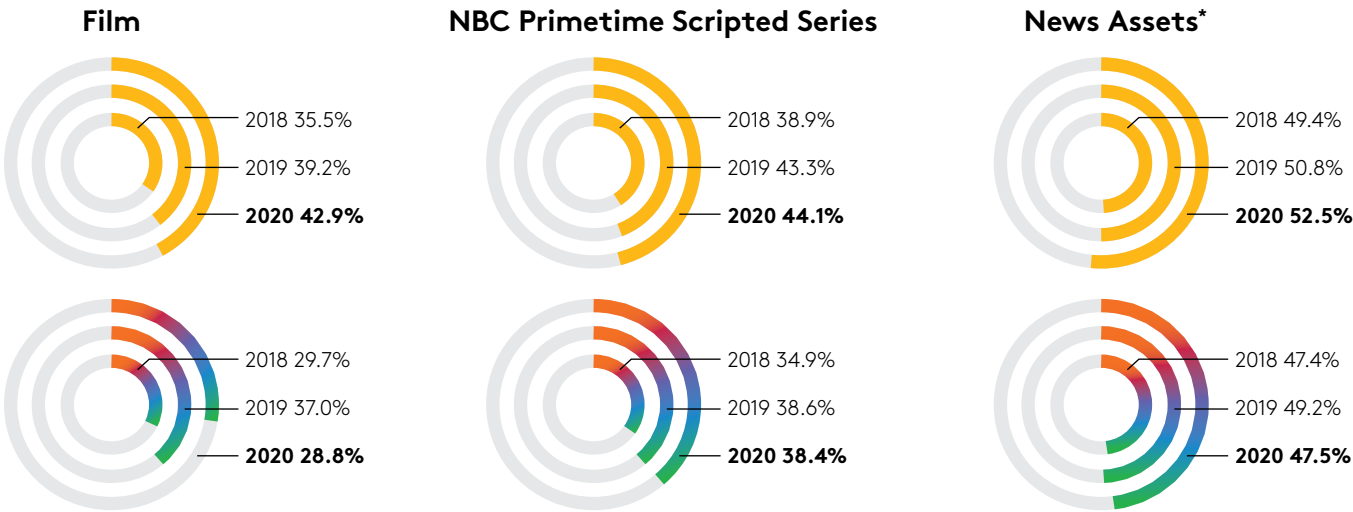
2018	2019	2020
\$588M	\$449M	\$320M

# NBCUniversal Programming

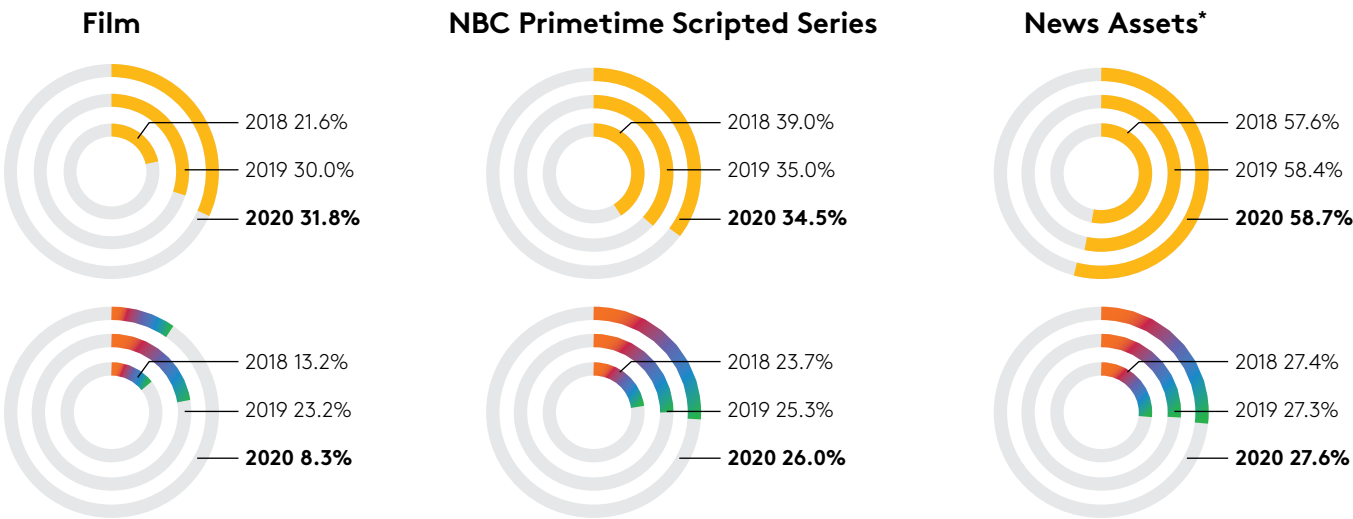
In film and on TV, the representation of diverse individuals, cultures, and stories on screen is vitally important to our viewers and our company. To ensure we're telling authentic stories that resonate with a wide range of audiences, we strive to have diverse perspectives in every aspect of our programming at NBCUniversal and in the content we distribute on our Xfinity platforms.



ON AIR



BEHIND THE CAMERA



\* News Assets includes NBC News, MSNBC, CNBC, and NBC-owned stations, but does not include Telemundo Network News or Telemundo stations.

# Community Impact

As a company uniquely positioned to educate, entertain, and empower, we are committed to bringing together diverse communities and inspiring our customers, audiences, and employees to make a positive social impact. Over the last three years, we've invested \$645 million in cash and in-kind giving benefiting people of color.

CASH GIVING

To organizations led by and serving people of color		
2018	2019	2020
\$18M	\$20M	\$31M

To organizations led by and serving women		
2018	2019	2020
\$3M	\$4M	\$5M

CASH/IN-KIND DONATIONS INVESTED IN COMMUNITIES

2018	2019	2020
\$465M	\$428M	\$496M

2020 EMPLOYEE GIVING

\$5M	6.4K	5.6K
Total dollars generated through matching gift program	Number of employees who participated in our matching gift program	Number of nonprofit organizations selected by employees to receive donations

