

**WIFTV Congratulates the CRTC on making history for women in screen-based media.
Re: Broadcasting Decision CRTC 2017-148 “Renewal of licences for the television services
of large English-language ownership groups-introductory decision”**

May 16, 2017 (Vancouver, BC) – The CRTC yesterday, in its renewal decisions for English-language large broadcasters, made significant commitments affecting women in screen-based media across Canada. WIFTV applauds this groundbreaking initiative by the Commission.

The CRTC decision contained three critical components:

1) It acknowledged WIFTV’s presentation at the hearing in November 2016 and the rationale for the need to implement change given the CRTC’s mandate under the Broadcasting Act (1991). The act states, “that the Canadian broadcasting system should, through its programming and the employment opportunities arising out of its operations, serve the needs and interests, and reflect the circumstances and aspirations, of Canadian men, women and children, including equal rights.” (section 3(1)(d)(iii));

2) The CRTC recognizes that intervention is necessary: “The Commission considers that women’s access to key leadership positions is an important issue and that intervention by the Commission is necessary to further the achievement of this objective of the Act.” Accordingly, the Commission intends to engage a wider discussion on these issues with particular emphasis on women in leadership positions. The CRTC commitment is reflected in both English and French language broadcaster renewal decisions issued yesterday.

3) Finally, the CRTC intends to monitor Canadian broadcasters’ activities by requiring them to report annually regarding the employment of women in key leadership creative positions on the productions they broadcast. As the Commission notes, this will allow both the CRTC and the public to better identify women’s challenges in the Canadian television industry.

WIFTV is thrilled that our voice has been heard with this remarkable step forward by the CRTC. We believe this will have a strong and timely impact on gender equality in the screen-based media industries. WITV intends to be an active participant in the process going forward with the Commission.

Here is an excerpt of the significant paragraphs in the Broadcasting Decision CRTC 2017-148:

Women’s access to key leadership positions

Positions of parties

94. Women in Film and Television Vancouver (WIFTV) proposed that the Commission impose an annual reporting obligation on large ownership groups to assess the role of women in certain key roles, including producer, director, writer, cinematographer and editor.
95. In support of its position, WIFTV cited a 2013 report by the Canadian Unions for Equality on Screen, which found that men progressed up

decision-making levels and income brackets at much higher rates than women, particularly in some of the key creative positions that define Canadian content. The report concluded:

The women working behind the scenes in Canadian media are facing systemic barriers to career advancement into the highest creative and decision-making ranks. This is both an employment equity issue, as well as a social, political and cultural issue. A gender imbalance behind the screen shapes the stories we see on the screen.

96. None of the groups made specific commitments on this issue. However, Bell noted that it employed several women at very senior levels, such as president of the news division and independent production. Bell also noted that its productions include a number of women in production and direction roles. Similarly, Corus cited the number of women in senior or executive positions within its company. Corus also stated that many of its services produce programming created by and for women. Finally, Rogers confirmed that it had taken steps to ensure fair representation of women within the company.

Commission's analysis and decision

97. Although women have access to management positions within the broadcasting system, they still face barriers to entry with respect to key positions within the creative and production sectors. Section 3(1)(d)(iii) of the Act states that the Canadian broadcasting system should, through its programming and the employment opportunities arising out of its operations, serve the needs and interests, and reflect the circumstances and aspirations, of Canadian men, women and children, including equal rights. The Commission considers that women's access to key leadership positions is an important issue and that intervention by the Commission is necessary to further the achievement of this objective of the Act.
98. Accordingly, in order to engage all interested parties in a wider discussion on this issue, the Commission considers it appropriate to initiate an event on women in production, with particular emphasis on women in leadership positions.
99. In addition, to address the concerns of certain stakeholders regarding the lack of data, the Commission intends to monitor broadcasters' efforts in this area by requiring the groups to provide information on a yearly basis regarding the employment of women in key leadership creative positions in the productions they broadcast. This will allow the Commission and the public to better identify women's challenges in the television industry prior to the next renewal process.