

STANDARD A
ON SCREEN REPRESENTATION

- A1** Characters: 50% or more of **regular and recurring written characters** come from Underrepresented Groups
- A2** Actors: 50% or more of **regular and recurring actors** come from Underrepresented Groups
- A3** Secondary Characters: Meaningful inclusion of Underrepresented Groups as **secondary** or more minor on-screen individuals, including background actors
- A4** Series Premise: Meaningful integration of Underrepresented Groups in **overall** themes and narratives
- A5** Episodic Storytelling: Ongoing meaningful integration of Underrepresented Groups in **episodic** themes and narratives

STANDARD B
CREATIVE LEADERSHIP

- B1** 50% or more of producer & above on writing staff and 50% or more of Co-Producer & below on writing staff come from Underrepresented Groups
- B2** 50% or more of episodic directors come from Underrepresented Groups
- B3** Casting Director is from an Underrepresented Group or has not previously worked on a DGE show in this role
- B4** Meaningful representation of Underrepresented Groups in senior creative leadership
- B5** Promotion of a member of an Underrepresented Group into a role that constitutes career progression for at least one member of the writing staff
- B6** Substantial year-over-year increase in members of Underrepresented Groups as directors and in writing staff

STANDARD C
BELOW-THE-LINE

- C1** 50% or more of line producer and/or production department heads (ie: DP, composer, costume designer, editor, production designer, music supervisor...) come from Underrepresented Groups
- C2** 50% or more of other key roles (any mid-level crew and technical positions) come from Underrepresented Groups
- C3** 50% or more of the overall crew or project staff come from Underrepresented Groups
- C4** Promotion of member of Underrepresented Group into a role that constitutes career progression for at least one crew/team member
- C5** Hiring a Line Producer and/or Production Department Head who has not been previously employed in that role on a DGE Show

STANDARD D
INDUSTRY ACCESS & CAREER DEVELOPMENT

- D1** Paid employment opportunities such as apprenticeships, internships, expert advisers to facilitate union eligibility for members of Underrepresented Groups (CTDI PA Program qualifies)
- D2** Training opportunities and/or skills development (craft, creative and business), including one-off, work-experience opportunities for students from underrepresented groups (to be coordinated through Current Executive & Corporate Social Responsibility)
- D3** 'First job' for member of Underrepresented Group in a role that constitutes career progression from prior training (Staffing from CTDI Writing or Directing Program qualifies)
- D4** 50% or more of outside vendors or contractors employed by production provide industry access or opportunities to members of Underrepresented Groups as defined in D1-D3
- D5** Producer or Department Head participation in DGE Talent Development Initiative, guild or other approved mentorship program (Participating as a Panelist/Presenter at a CTDI event qualifies; Mentorship will be vetted by Current Executive)
- D6** Producer develops/executes a show-specific D&I program subject to Network approval

Context is critical when evaluating if a group is "underrepresented."

Anyone involved in hiring decisions is prohibited from asking candidates and talent about their **actual or perceived race, religion, color, sex, sexual orientation, gender, gender identity, military or veteran status, age, disability, or any other legally protected categories.**