Collaborative Impact: How an Inclusive Culture Powers Transformation

Loren Hudson, Senior Vice President and Chief Diversity Officer,
Comcast Cable
November 17, 2022
A Look Back: Multi-Year $100 Million Commitment (2020)

Our Employees
- Annual DE&I Days
- Matching Gift Program
- DE&I Speakers Series

Digital Equity
- 10 Years of Internet Essentials
- 1,000+ Lift Zones opened
- Internet Essentials Partnership Program
- Funding to Equity-based Nonprofits

Media & Awareness
- Launch of Black Experience channel
- The More You Know DE&I PSAs
- NBCU Academy
- Diverse Content Creators

Small Businesses
- 13,000 Comcast RISE recipients by end of 2022
  - Marketing and Technology Service Grants
  - $10K Grants through RISE Investment Fund
- Clear Vision Impact Fund
- Inclusiv Racial Equity and Resilience Investment Fund

Social Justice
Grant funding to organizations including the National Urban League, Equal Justice Initiative, National Action Network, National Association for the Advancement of Colored People, and National Coalition on Black Civic Participation
DE&I Councils: Influencing and Accelerating Positive Impact

Focus specifically on key initiatives that will help to create long term and permanent change to our employee experience and culture.
Engaging Employee Resource Groups

ERGs by the Numbers

9 ERGs
35,000 members
225 chapters
Putting Feedback at the Center of Everything We Do

Focus Groups
Listening Sessions

Your Voice
eNPS

3rd Party
Assessments
The Evolution of Talent

Job Design
Assessment of job design to ensure a flexible and stream-lined structure.

Identifying needs & Assessing roles

Career Pathing & Transition planning

Development
Support to better embed training and development.

Quarterly Talent Review Process

Recruitment
Strategy to help recruit niche skill sets.

Discovering talent sources & Attracting diverse candidates

Performance & Promotion

Performance
Development and implementation of a performance management approach.

Onboarding & Engagement

Engagement
Help to engage and motivate talent.
Building Skillsets & Diversifying Pipelines

Grows to Code
Comcast Grows to Code prepares frontline employees for entry-level software engineering roles through a partnership with the nonprofit LaunchCode. The six-month career development program includes an intensive coding bootcamp, onboarding program, and apprenticeship. All graduates of the first Comcast Grows to Code class are now full-time Comcast engineers. Based on the program’s success, it has expanded to additional cities around the country and added new engineering and design career paths.
DE&I Learning Portfolio Vision and Outcomes

The DE&I Learning Portfolio Team maintains DE&I learning products, that align to enterprise-wide DE&I goals and priorities, to ensure all employees have a foundational and robust understanding of core diversity, equity and inclusion topics, and to enable them to contribute to building and sustaing a diverse workforce and inclusive culture for all.

Through DE&I Learning Portfolio products, learners:

- Build their skills through personal identity development
- Mitigate their unconscious biases to make better decisions and collaborate more effectively
- Develop their ability to lead across lines of difference with compassion and empathetic cultural intelligence
Investing in Leadership for the Future

DE&I-centered coaching programs to help diverse leaders build both careers and inclusive teams.

Empowering Executives to Make Bold Career Moves

The Talent Catalyst program provides employees with services and resources to pursue cross-functional career opportunities. The two-year program prepares potential successors for VP-level roles, pairing participants with executive sponsors and assignments focused on areas of the business outside their current roles. Nearly half of the first two cohort’s 87 participants are women, and more than one-third are people of color.

Toni Murphy
Past Talent Catalyst participant
Fostering and Celebrating Our Culture of Inclusion

DE&I DAY 4.27.22

HEADQUARTERS DIVERSITY, EQUITY & INCLUSION
Speaker Series

Take Our DE&I Summer LEARNING Challenge

DE&I: Learning Site

BE INCLUSIVE
We All Lead

PERFORMANCE RATING

LEVELS OF PERFORMANCE
CONSIDERATIONS FOR EVALUATIONS

Inclusion Safety
Learner Safety
Collaborator Safety
Challenger Safety

YOUR VOICE
EMPLOYEE SURVEY

SELF-iD
Thank You

Click Here to View Comcast’s 2022 Impact Report