

GANNETT

2022

Inclusion Report

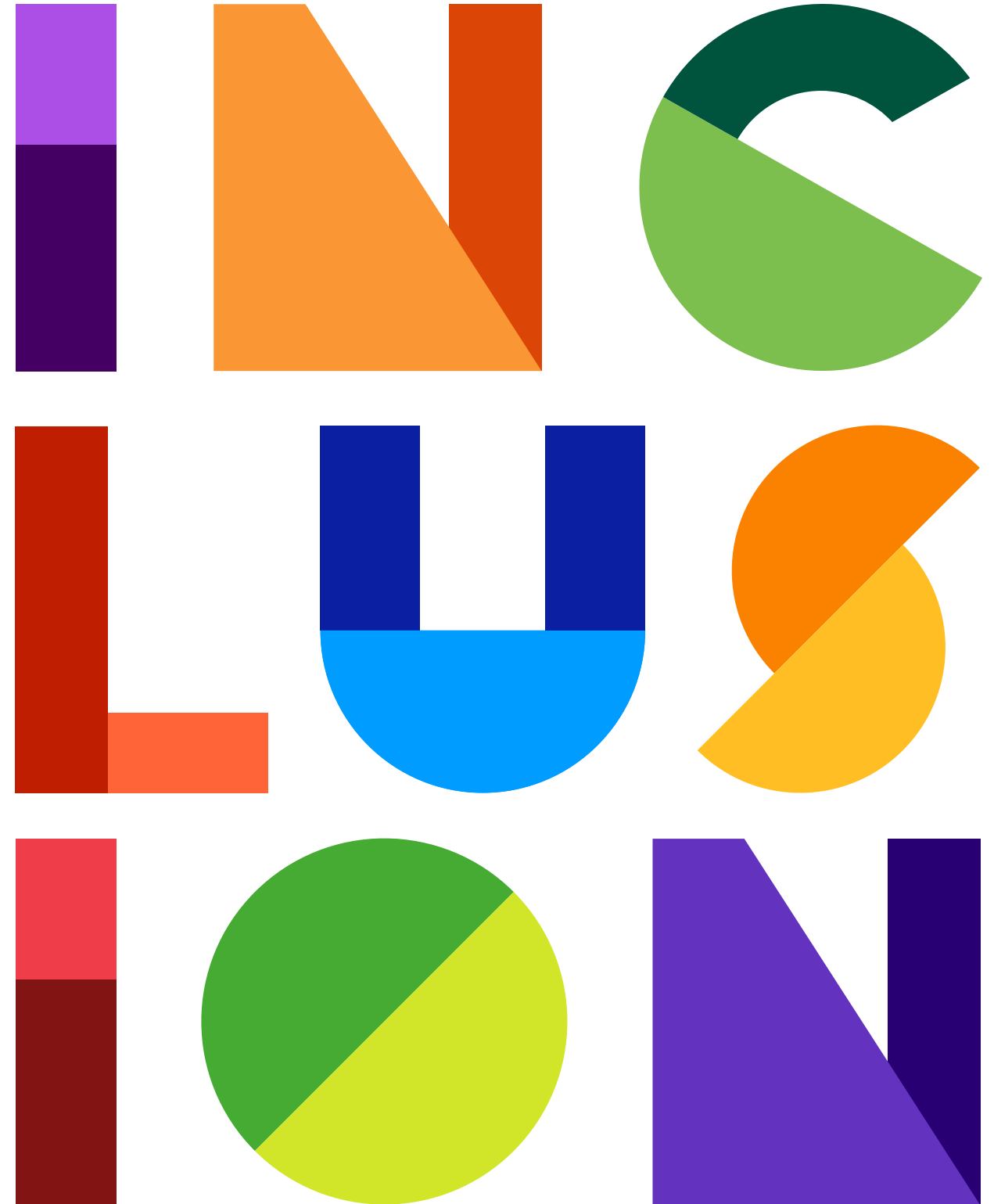


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Strengthening our culture of belonging

Gannett leads with an inclusive mindset by expanding employee engagement initiatives, enhancing our listening strategies and intentionally embedding inclusion in every aspect of our business. We remain resolute in accomplishing our goals as we track and report our metrics to deliver on our commitment of transparency and accountability. We are #TeamGannett.

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Introduction

A message from our Senior Director of Inclusion Strategy



LaToya Johnson

Senior Director, Inclusion Strategy

Living in a time of unprecedented change — from individual, organizational, social, and global perspectives — means we must continuously pivot and evolve the way we operate. As we pursue our inclusivity objectives with renewed passion, our teams continue to cultivate a workforce reflective of the communities we serve.

By embedding inclusivity in every aspect of our business, we are strengthening our culture of belonging.

We strive to meet people where they are, creating moments that matter while driving connectivity in a flexible, hybrid work environment. I am proud that Gannett offers a myriad of opportunities for employees to engage with each other in safe spaces, while providing education and

awareness, information and experience sharing, personal and career development, and more! Our talent sourcing, attraction and retention efforts, as well as our community outreach initiatives and business partnerships are all focused on ensuring Gannett fosters an inclusive and equitable environment for all.

We've been persistent and purposeful in driving towards these objectives amid an uncertain external environment. As a result, we continue to make upward, however steady progress, in increasing representation at all levels.

While we recognize we still have a long road ahead and our journey is far from complete, we are moving forward together. #TeamGannett is more engaged than ever.

In the face of challenging external factors including the ongoing pandemic, the great resignation, economic headwinds, and increased competition for diverse talent — we are making strides while exploring opportunities to broaden our efforts.

We are listening, learning, growing, and deepening our understanding of our workforce while being purposeful in driving positive, meaningful action.



LaToya Johnson
She/Her
Senior Director, Inclusion Strategy

Progress

Key highlights and takeaways

Data powers how Gannett quantifies and measures our progress. We have seen steady growth in representation at all levels, a trend which continued in 2022.

- People of Color* in leadership more closely reflects our overall workforce
- People of Color and Women in leadership continues to grow at a faster pace than overall representation
- Women in leadership mirrors representation of our overall workforce of Women

Progress Highlights

16.2% people of color at director and above, up 2.3%

23.5% people of color promotions, up 0.6%

44.7% women at director and above, up 3.7%

52% women promotions, up 3.5%

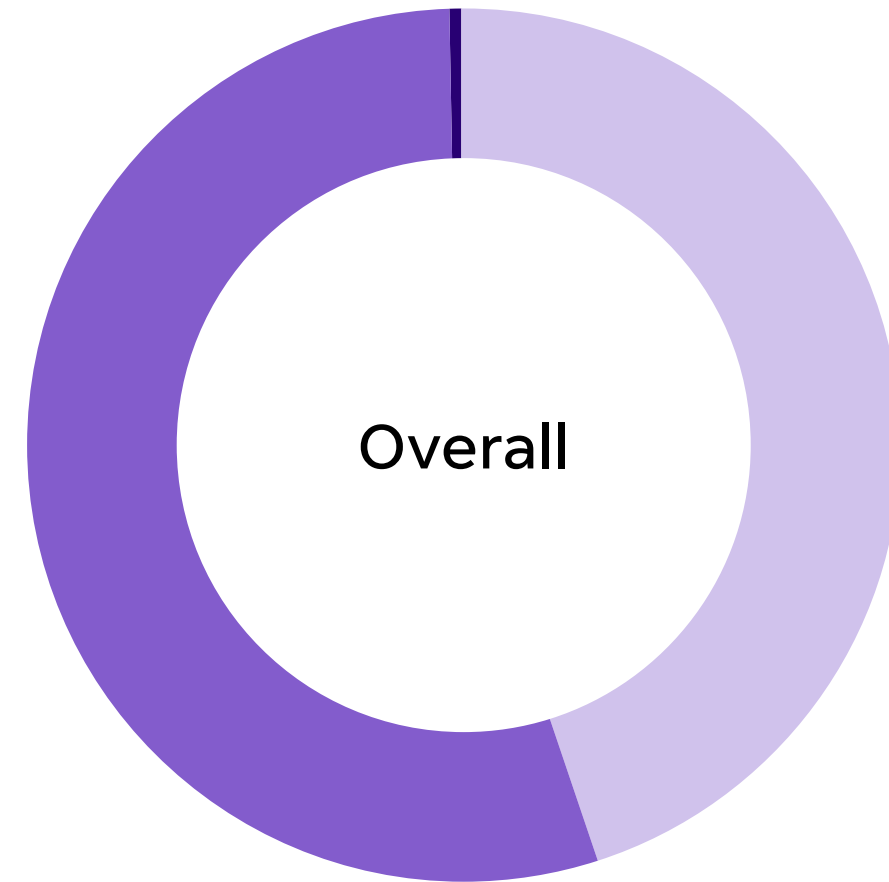


*Includes American Indian or Alaska Native; Asian; Black or African American; Hawaiian or Pacific Islander; Hispanic or Latino; Middle Eastern & North African, and two or more racial/ethnic backgrounds

Our 2022 global workforce gender representation



- Women: 35.87%
- Men: 64.13%
- Non-Binary: 0%



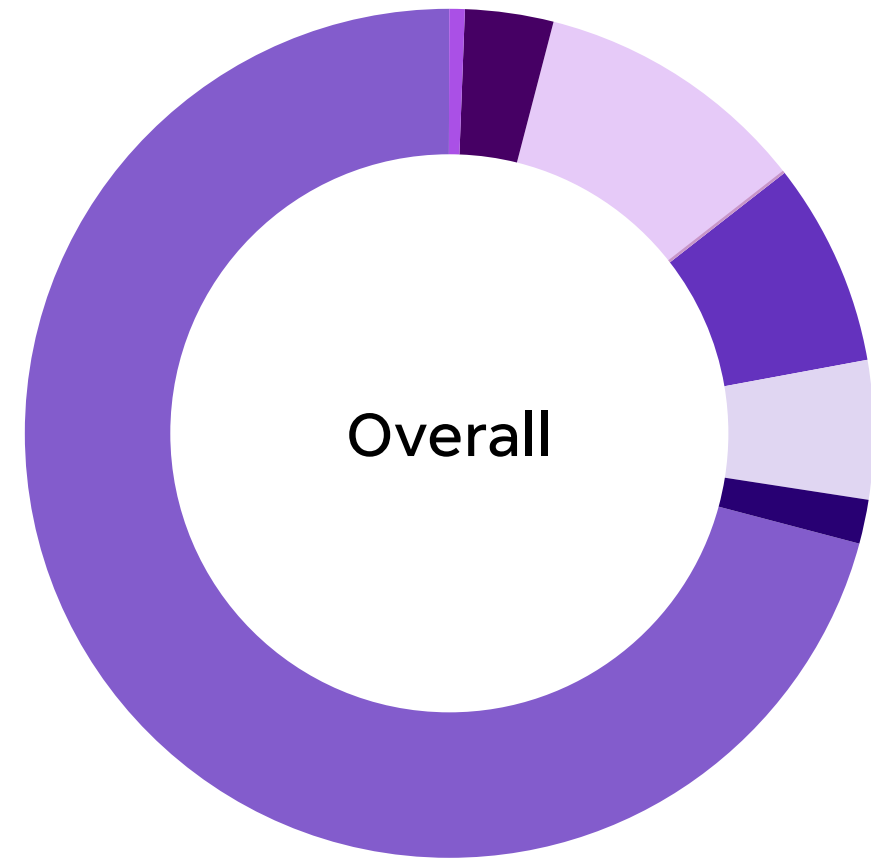
- Women: 45.22%
- Men: 54.62%
- Non-Binary: 0.16%

**Workforce demographics as of December 31, 2022.*

Our 2022 U.S. race and ethnicity representation



- American Indian or Alaska Native: 0.64%
- Asian: 4.79%
- Black or African American: 5.27%
- Hawaiian or other Pacific Islander: 0.32%
- Hispanic or Latino: 3.99%
- Middle Eastern or North African: 0%
- Not Disclosed: 0.64%
- Two or More Races: 1.12%
- White: 83.23%



- American Indian or Alaska Native: 0.64%
- Asian: 3.31%
- Black or African American: 10.74%
- Hawaiian or other Pacific Islander: 0.1%
- Hispanic or Latino: 7.46%
- Middle Eastern or North African: 0.06%
- Not Disclosed: 5.33%
- Two or More Races: 1.71%
- White: 70.65%

*Workforce demographics as of December 31, 2022.

More inclusive demographic data

Through our voluntary self-identification survey initiative* Gannett solicited employee data to help us gain deeper understanding of the various aspects of identity, to ensure inclusion visibility among our employees.

About 33% of our global employee workforce chose to participate in the survey. While we are encouraged by the participation, we are conscious this data is not entirely representative of our entire workforce. We are encouraging broader enthusiasm among our employees in 2023 in order to expand our knowledge of cultural transformational trends while identifying obstacles that may impede inclusion and engagement efforts.



self-identified as LGBTQ+



self-identified as having a disability



self-identified as active military or a veteran



self-identified as a military spouse or family member

**We did not collect data expressly prohibited by law or that would risk employee safety.*

#TeamGannett

A message from our Chairman and CEO



Mike Reed

Chairman and CEO

Gannett's mission to empower communities to thrive is foundational to the way we build, retain and engage our workforce. Leading with inclusion and belonging is an intentional strategy we have prioritized to ensure these efforts are front and center in all our decisions.

As a company, navigating a volatile economy and the many challenges we faced meant we had to make difficult decisions in 2022. Amid these hardships, we remained focused on our commitment to cultivating a workplace reflective of the communities

we serve. Gannett's senior leadership team is driven by our Inclusion, Diversity & Equity goals, and we recognize the shared responsibility in fostering an inclusive and diverse company environment. Our pledge to be accountable and transparent is unwavering.

It is critical that we keep listening to one another and learning, as we remain resolute in our efforts to build on our culture of belonging. I'm proud that Gannett is a company where we treat all our colleagues

with respect and professionalism as we adapt and evolve.

With empathy, understanding and resilience, #TeamGannett is moving forward together.

A handwritten signature in black ink that reads "Mike Reed". The signature is fluid and cursive.

Mike Reed
He/Him
Chairman and CEO

Evaluating and improving our people programs



Analytics

Our data identifies gaps and trends allowing us to develop strategies to attract, retain and engage diverse talent. We track candidate experiences during the hiring process through a lens of diversity and seek feedback throughout the employee journey. Through quarterly insight reports, leaders measure their teams' progress against inclusion goals.



Resources

The launch of hr4u, a user-friendly application available to all employees, provides answers to frequently asked questions using artificial intelligence and connects employees live with our People Team. A key benefit of hr4u is the ability to assess employee needs and trends, to fine-tune our communications and develop new resources.



Benefits

Focusing on the total wellbeing of our employees and their families requires robust benefits. Our program is built on four essential pillars of holistic wellbeing — physical, emotional, financial, and social — to best support the unique needs of our workforce. We offer multiple options for health care coverage, as well as a variety of voluntary benefits. Gannett meets people when they are on their wellness journey.



Compensation

We have matured our compensation practices by simplifying and standardizing role infrastructure such as job grades, grade ranges, pay zones and eligibility for variable compensation. Our sales incentive programs are designed to drive performance of key metrics important to Gannett's success.

Our commitment

A message from our Chief People Officer



Samantha Howland

Chief People Officer

Our commitment to an inclusive company, rich in diversity of all kinds, remains evergreen.

We adapt and thrive amid constant change and hold steadfast to our core values. While challenges arise internally, throughout our industry, and the broader society, we stay constant in our mission to see people as they are — listening, engaging, and supporting them with understanding and empathy.

Gannett's values are most poignantly experienced within our individual team structures. A pillar of our 2022 strategy has been to empower our people leaders, utilizing both formal programming and targeted communication strategies, to build strong, inclusive, informed environments.

Another critical area for growth in 2022 was our listening strategy. To measure and make

continuous improvements to our flexible, hybrid work model, Gannett established focus groups and new communication channels to better understand how to foster employee connectivity across our broad structures and distributed teams. Emerging themes included work-life management; changing needs related to mental and physical health; and evolving opportunities for employees to bring their whole selves to work. As Gannett continues to adapt to a more virtual work experience, ongoing, multi-channel listening remains a priority.

Through leadership and intentional dialogue, we continue building on our foundation of equity.

Constantly building our culture of belonging, we empower our employees to forge their growth journeys by providing

tools, platforms and resources. As we explore Gannett's future work and evolve our workplace, our culture of belonging must extend beyond our company to the communities where we live and serve. Taking a purposeful approach to community building ensures our partners and colleagues also feel seen, heard and valued.

#TeamGannett made hard-earned strides on our journey, and we share the on-going commitment to build inclusive, diverse and equitable spaces to live and work.

A handwritten signature in black ink that reads "S Howland". The signature is fluid and cursive.

Samantha Howland
She/Her
Chief People Officer

Inclusive engagement and employee experiences

Gannett is cultivating a culture that is inclusive for all people — where everyone can be their whole, authentic self and share their authentic stories inside and outside our workplaces.

Social media campaigns

Our inclusion social strategy continues to evolve, and as a result, we have seen encouraging growth, reach, and engagement on our social platforms. Our corporate channels are focused on featuring:

- Cultural awareness education and facts
- Employee experience spotlights, reflections, and blogs
- Acknowledgement of holidays and observances
- Successes, updates, and highlights as we progress on our goals

We elevate our employees’ voices and highlight their reflections with our “I AM” series, which debuted in 2022. Employees share personal stories which provide deeper context to the meaning of these occasions. Our colleagues also convey the ways embracing diversity strengthens us as individuals and as a community. In 2022, 17 stories were shared generating 50,124 impressions with more than 3,000 engagements across our social media channels.

Additionally, these stories are displayed on the Inclusion page of Gannett.com, leaving a lasting impression for visitors.

2022 social media and inclusion page metrics

486.7K+ Total Impressions	36.5K+ Total Engagements
20.5K+ Pageviews	500+% Increase in YOY



“

Inclusion is at the heart of our leadership enablement efforts. In our flexible work environment, it is crucial that everyone is part of the community and working towards our collective future. Together, we win!

”



Patti Winchester
She/Her
VP, Talent Development

Engagement, outreach, and development

At Gannett, 75% of managers lead dispersed teams and 31% of employees are fully remote. As such, it is imperative that we foster a culture of connectivity. We truly listen to our employees, and gather feedback from our Employee Resource Groups and other representative focus groups. Key benefits to our flexible hybrid workplace include work-life management, improved mental and physical health, and the ability for employees to bring their whole self to work (even when at home). Our teams are finding new ways to encourage connection and conversation, reinforcing a sense of belonging and relationship building.

My Leadership Edge is a series of initiatives aimed at engaging and developing all people managers across the organization and is accessible to more than 1,500 managers at Gannett. Programs include:

- **People Manager Central:** A virtual, collaborative space for leaders to share ideas and strategies.

- **Organizational Development Roundtables:** Live, virtual opportunities to hear from leaders on where they are having challenges, finding success, or making connections with other leaders.
- **Operational Excellence Products and Programs:** Activities, toolkits, and communications designed to increase the operational effectiveness of all people leaders. These have included:
 - o **Gannett Manager Essentials Toolkit:** Resource toolkits designed to improve team management
 - o **The Focused Leader:** Bi-weekly bulletin to help managers remain engaged, on track, and connected
 - o **Success Elements:** Resources for development milestones including goal setting, quarterly check-ins and performance reviews

Engagement, outreach, and development

Gannett's **Emerging Leader Program** serves aspiring leaders currently filling either individual contributor or first-time management positions. The program aims to successfully transition these rising stars to leaders. At the completion of this program, participants should demonstrate:

- The ability to make high-quality decisions that lead to desired outcomes
- Enhanced focus on providing positive energy that boosts the performance of people they lead or may lead in the future
- An understanding of how to navigate the Gannett Manager Essentials Curriculum for “just in time” resources
- Active listening, communication effectiveness, and enhanced collaboration

In 2022, 159 participants were accepted in this program.



Alfredo Morales
He/Him
Senior HRIS Analyst

“

The Emerging Leaders Program provided a variety of tools and resources to help me on my journey to becoming an effective leader. It allowed me to understand better my strengths and weaknesses, provided a platform to share thoughts and ideas with individuals from different backgrounds, and leadership tools on various topics. Being included in the program signifies a commitment from my manager, and the company, to their investment in my development. Also, the skills and knowledge are an invaluable foundation in my personal life and professional career.

”

Engagement, outreach, and development

The **Transformational Leadership Program** elevates senior leadership skills for those in director roles and above. The program design drives participant transformation, increased cross-functional collaboration and enhanced cultural influence for highly responsible leaders.

During their 10-month journey, participants are focused on enhancing leadership capabilities through self-study, instructor-led sessions, peer sustainability sessions, and continued sponsorship and coaching to accelerate learning.

50 employees were invited to participate in this program in 2022.



Kiffany Cain
She/Her
Director, Manufacturing

“

As a new manufacturing director, I am grateful that I was invited to take part in the Transformational Leadership Program. The curriculum and instruction provided have been integral in my development as a leader and I really appreciate being able to learn from and collaborate with my peers.

”



Rewards and recognition

In 2022, for the fifth year in a row, Gannett received a perfect score on the Corporate Equality Index for LGBTQ+ Workplace Equality.

This award reflects our company's commitment to championing a place of belonging — for all people. As we strive to be an industry leader in inclusion, diversity, and equity — our culture and commitment continue to be recognized.



“

Being able to be yourself at your job is such a liberating feeling. When you don't have to hide who you are, you can put that much more of yourself into your work, and both you and your workplace will be better off.

”



Jayne Lindgren
She/Her
Designer/Page Editor

Impact

Meet our 2022 Inclusion Advisory Council

Gannett’s Inclusion Advisory Council (previously named Diversity Advisory Council) is an employee-led group that provides counsel, advice, and thought partnership to measure and hold our leaders accountable for our inclusion strategies and initiatives.

2022 progress

The Inclusion Advisory Council guided company leaders on best practices for attraction, retention and engagement efforts, as well as provided counsel on business partnerships, outreach efforts, client relationships, and insight on our company programming and events.

Highlights include:

- Reviewed the effectiveness of Gannett’s flexible/hybrid work model
- Held conversations to refine inclusive practices and provided resources and support to people managers
- Helped expand our community volunteer program registry with an inclusive lens
- Launched unconscious bias training for managers with a focus on inclusive recruitment, hiring, and onboarding
- Improved inclusive representation and accessibility at Gannett events and placed renewed focus on collaboration with inclusive business partners
- Implemented inclusive programs and training, while growing diverse business/ outreach partnerships and evaluating how to best interact with both our audiences and communities
- Renamed the council to lead with ‘Inclusion’ to align with Gannett’s inclusion strategy



Nur B. Adam
She/Her
Visual Journalist

“

Being a part of the Inclusion Advisory Council helps me get my voice heard in issues I deeply care about and transforms my concerns into action. Working with ambitious colleagues who value the same goals is empowering. It gives hope for the future of Gannett.

”



David Morris
He/Him
Manager, Video
Event Production

“

Serving on the Inclusion Advisory Council gave me an opportunity to partner with peers for the common goal of listening, guiding, and shaping an environment of equity, diversity, and inclusivity. The thoughtfulness of colleagues was motivating, hearing how others faced challenges was inspiring, and knowing that we all valued a caring environment felt hopeful. Leading the council’s name with ‘Inclusion’ felt like an appropriate step.

”

2022 Inclusion Advisory Council



Mike Reed



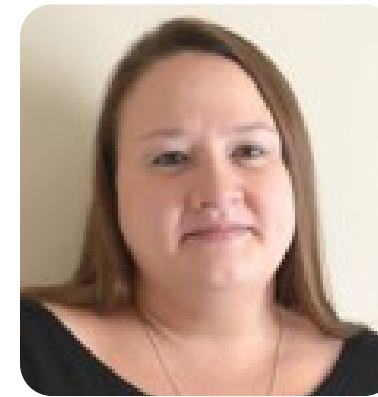
LaToya Johnson



Brandon Griffin



Luz Rodriguez



Sara Ahtzener



Nur B. Adam



David Plazas



Michelle Eddy



Tony Simmons



Neuhy Mummenthey



David Morris

“

Our ERGs continue to take on courageous and tough conversations, while creating opportunities for learning and sharing personal experiences — all which contribute to increased employee engagement and sense of belonging.

”



Kevin Heard
He/Him
Manager, Inclusion and Engagement Programs

Employee Resource Groups in action

With growing membership and increased engagement, our Employee Resource Groups (ERGs) fuel Gannett’s inclusion, diversity, and equity strategy and are a vital mechanism to foster a cultural of belonging.

- In 2022, ERGs partnered to curate more than two-dozen collaborative events with topics focused on inclusivity through an intersectional lens.
- ERGs built local connections by creating membership maps to foster local, in-person meet-ups across our network.
- Select members presented at conferences and events.

12 ERGs

2,647
Total members
across ERGs

11%
Membership
increase in 2022

Providing support in uncertain times

We recognize external forces can have a profound impact on employees, and in 2022, our Employee Resource Groups responded with urgency and compassion. Throughout the year, as tragedy struck and impactful social-political decisions caused widespread unease, our ERGs hosted impromptu events to provide support.

- Following the horrific mass shooting at Robb Elementary in Uvalde, Texas, Mentally Forward, Vamos Forward and Family Forward hosted an event, providing a space for all to share their experiences and feelings.
- When the Supreme Court opinion of the reversal of Roe vs Wade was released, all our ERGs partnered to host an event. Understanding the many opinions and feelings around this topic, it was important to create space for everyone to feel supported and heard. Many comments of gratitude and relief were shared at the conclusion of the event.
- MENA Forward hosted a vigil for renowned Palestinian journalist Shireen Abu Akleh, who was fatally shot by Israeli forces. Many employees throughout our organization came to together to honor Akleh, who was also an American citizen.

These events demonstrate the ability of our ERGs to swiftly respond to tragedy and unrest while tapping into relevant company resources.



The importance of collaboration

When our Employee Resource Groups collaborate, our commitment to inclusion, diversity, and equity truly shines. During National Diversity Month in April, the Office of Inclusion and the ERGs hosted the 2022 Inclusion Summit. This summit encouraged continued allyship, understanding and community — comprised of four sessions:



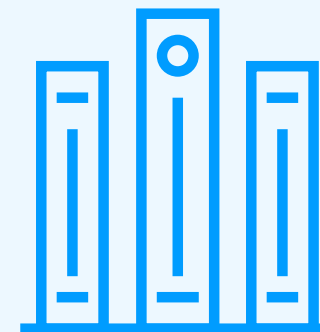
Intersections of Identity

Complexities of identity — how our identity shapes perceptions of the world around us, and how societal factors influence our morals and values.



The Cost of Code Switching

Unpacked code-switching in our workplace, which is when a person alters their tone, mannerisms, or linguistics to optimize their treatment. Focused on why individuals feel the need to code switch, and how to be our authentic selves at work.



The Importance of History and Facts

What we lose as a society when history is erased and replaced with alternative narratives. Explored little known historical facts about marginalized communities and the current educational trends happening around the country.



Multi-Community Allyship

Provided actionable items on how to support one another in the workplace and in our communities, building on our culture of belonging.

Employee Resource Group leadership

ERG Leader Recognition Program

Our ERGs are central to our culture of belonging, and the work that they do is instrumental to our success. To recognize their efforts, we launched the ERG Leader Recognition Program.

This new discretionary program recognizes ERG leaders for their contributions to Gannett’s Inclusion Strategy and ERG Operating Strategy while evaluating and measuring both overall ERG and individual performance.

In addition, this leadership opportunity and developmental program is included in their performance and career development plans. ERG leaders are eligible for an annual bonus, based on performance, program terms, and conditions.

2022 Employee Resource Group Leaders



Nick Capaz



Robyn Watson



Barbara Trotter



Lauryn Calvert



Sammy Gibbons



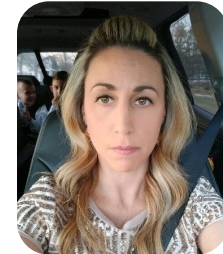
Jennifer Sangalang



Sarah Leslie Hutchings



Rasha Ali



Cheryl Better



Jennifer McClellan



Marisa Kwiatkowski



Andrea Sahouri



Nari Walsh



Russ Torres



Teresa “Tee” Hicks



Thomas Baylerian



Kim Hollis



Gustavo Murillo



David Plazas



Lark-Marie Antón



Lexie Swift



Eve Chen



Brandon Griffin



Eric Woomer

Introducing Sustainability Forward

In April 2022, Gannett introduced our newest Employee Resource Group, **Sustainability Forward**, focused on climate, people, and communities with a mission to contribute to a better, more inclusive, and equitable planet.

Sustainability Forward brings together a community of employees who are passionate about Environmental, Social, and Governance topics through education and open conversations.

The group hosted several events, including an overview of the Inflation Reduction Act, sustainable farming, climate change, and a company-wide walking and recycling challenge in partnership with our Family Forward ERG and our wellbeing team.



Impact of our ERGs

“

Great things are done by a series of small actions brought together and Gannett's Sustainability Forward is a perfect example. Our monthly meetings have educated and brought awareness to the different ways we can move the needle for a greener tomorrow. And while we are just getting started, our members are energized and excited to help lead the transition to a more sustainable and environmentally friendly planet.

”



Matt Esposito
He/Him
Investor Relations Analyst

“

Next Gen Forward has had a huge impact on my experience at work this year. I have been able to hear from and meet with executives that I typically wouldn't have the opportunity to connect with. I have also been able to take on leadership roles in the ERG as a co-leader for the Gen Z Small Group and as a member of the communications committee. Both roles have allowed me to create great relationships in the company and helped me to gain new skills.

”



Chanel Stitt
She/Her
Business Reporter, Detroit Free Press

Impact of our ERGs

“

I appreciate Gannett’s Asian American Forward ERG because it makes me feel connected to others with similar experiences to me as an Asian American. It is an opportunity to celebrate our heritage and provide and receive encouragement and support. It is also an invaluable opportunity to learn about the many different cultures included under the Asian American/Pacific Islander banner.

”



Clayton Park
 He/Him
 Business Editor, Daytona Beach News-Journal

“

Serving as Military Forward co-lead has been a wonderful experience. It has enabled me the opportunity to make meaningful and lasting relationships with my military colleagues at Gannett, their family members, as well as military community members, active duty servicemembers and veterans across the U.S. We have had opportunities to partner with military non-profit organizations and to support veteran owned businesses. Looking forward to a successful 2023!

”

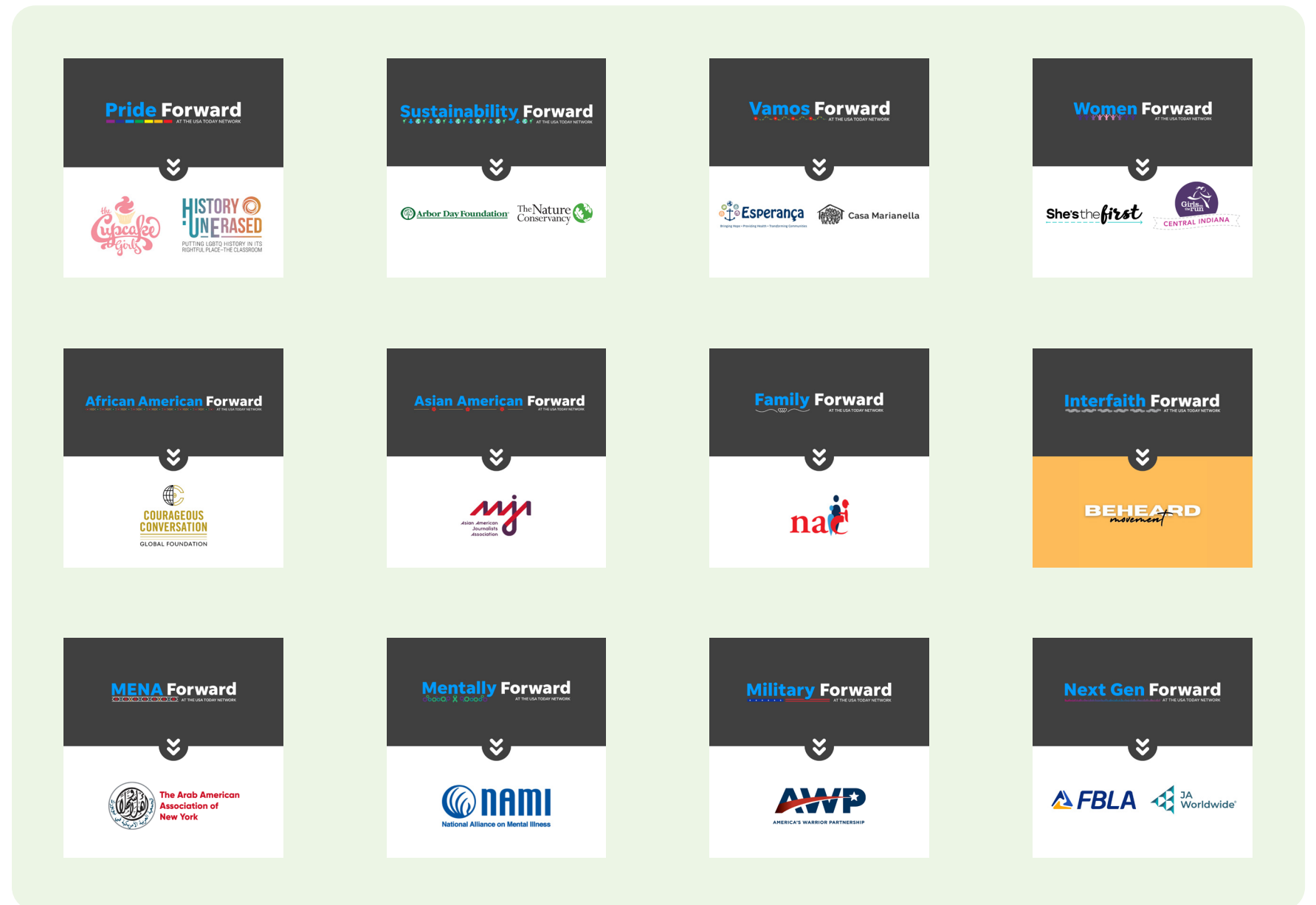


Nick Capaz
 He/Him
 Manager, Talent Acquisition

Outreach

Organizations our ERGs supported

- [America’s Warriors Partnership](#)
- [Arab American Association of New York](#)
- [Asian American Journalists Association](#)
- [BeHeard Movement](#)
- [Case Marianella](#)
- [Courageous Conversations Global Foundation](#)
- [Esperança](#)
- [Future Business Leaders of America](#)
- [Girls on the Run of Central Indiana](#)
- [History UnErased](#)
- [Junior Achievement USA](#)
- [National Alliance on Mental Illness](#)
- [She’s the First](#)
- [The Arbor Day Foundation](#)
- [The Cupcake Girls](#)
- [The National Alliance for Caregiving](#)
- [The Nature Conservancy](#)



USA TODAY Network inclusive storytelling

In 2022, we created new connections through Digital Advisory Groups and mobile newsrooms to elevate the perspectives and experiences of underserved audiences through the lenses of race, ability, sexual orientation, age, gender, class and geography.



Courtney Hergesheimer - Columbus Dispatch

Building trust: [The Columbus Dispatch](#) and [The Fayetteville Observer](#) improved storytelling for communities of color after hosting mobile newsrooms, while [Knoxville Sentinel News](#) led a Digital Advisory Group to improve their storytelling for Black businesses. Journalists at these sites and others conducted **audience listening** and had eye-opening conversations with people whose voices needed to be better heard.



Richard Burkhart - Savannah Morning News

Geographic divide: [Savannah Morning News](#) explored quality of life pressures that have brought the city to a tipping point. The Savannah team showed how encroaching development was a symptom of the city's apathetic view of their communities. The series featured video, interactive maps, photography and other digital elements.



Erin Woodiel - Argus Leader

Pride storytelling: [Sioux Falls Argus Leader's](#) inclusive storytelling and visual journalism told human stories of LGBTQ+ communities, from teen prom to self-expression through drag performance. The staff looked beyond celebrations for stories that impact the Pride community year-round. USA TODAY developed new content, noting that **queer Muslims** have always existed, and addressed how Native LGBTQ+ and Two-Spirit people are misjudged while emphasizing the impact of colonization.



Robert Bell - Rochester Democrat and Chronicle

Revisiting the Rochester Narrative: [Rochester Democrat & Chronicle's](#) Emerging Audiences team led an outreach and storytelling experiment serving members of marginalized communities. The team's plan included a neighborhood block party and gallery exhibit co-hosted by Blackbox Theatre. The D&C recognized its previous exclusionary approaches had harmed communities of color. The Rochester Narrative continues to build relationships through partnerships, events and storytelling.

Inclusive storytelling *continued*



Merrily Cassidy - Cape Cod Times

Serving women readers: Cape Cod Times surveyed women to identify issues impacting them and incorporated feedback into its story development process. The newsroom is launching a weekly newsletter “Cape Confessions,” to feature women-centered storytelling, and has developed 28 community partnerships with local, women-centered organizations to share their insights and narratives for the newsletter, and to leverage their membership as new audience.



Meg Vogel - The Enquirer

Taken: An American hostage story: The Cincinnati Enquirer examined the abduction of two military contractors and how their lives were forever altered. Additional storytelling revealed that since the Sept. 11, 2001, terrorist attacks, at least 8,000 American contractors died in the Middle East. That’s 1,000 more civilians than U.S. troops who died in the Middle East during that same period.



Patrick Semansky - AP file photo

Traveling with disabilities: USA TODAY launched a 10-part series focusing on the experiences of travelers with disabilities, part of its continuing mission to highlight underrepresented communities as more than 1 in 4 U.S. adults have some kind of disability. Even when travel spaces meet ADA requirements, they aren’t always accessible for all. The series also highlighted solutions to improve accessibility for travelers.



Designed by Michael Babin - USA TODAY Network

Uvalde translations: The Austin American-Statesman published a report in Spanish and delivered copies to 28 locations for free after a Texas House committee investigating the Uvalde tragedy said it would take two weeks to translate its report. The translation and editing was the result of a great collaboration of Spanish-speaking journalists from across the country and in Mexico.

Inclusive products

In 2022, LocaliQ, Gannett’s Digital Marketing Solutions (DMS) business, drove success by embracing inclusive business practices.



Workplace Excellence Nomination

LocaliQ was selected by Google as one of five finalists for the Google Workplace Excellence award, for inclusive company values that support employees, nurture talent, promote a great work environment, and foster a culture of inclusion, diversity, and equity.



Inclusive design

To strengthen the product user experience, the UX/UI team created a checklist of inclusive design tactics by using diverse panels for usability testing. As a result of these findings, the UX/UI team created guidelines that share inclusivity best practices with product work streams.



Buy Black Friday

LocaliQ worked with Facebook on a Buy Black Friday event, offering a promotion to help engage Black-owned businesses, with more than 700 businesses engaged with our free marketing initiative.

Inclusive products

Increased representation of women and people of color at national conferences



Kara Chiles

SVP, Product Management

Kara participated in a live discussion at the International News Media Association conference in June, to discuss how to help users better navigate the fragmented news landscape. Kara also presented at the 2022 Twipe Digital Growth Summit in London to walk audience members through the learnings and successes the consumer management team has experienced.



Bilal Fazal

Senior Manager, Development

Bilal co-presented at the Fastly Altitude conference's Unifying API Management and the Edge: Enhancing and Securing Applications at scale session in New York City. Bilal shared Gannett's story on how we built an API Gateway/Management platform that provides authentication, origin protection, and other features vital to scaling and protection.



Devon Anderson

VP, Product Management

Devon attended social club events at the Britely Womens & Tech social clubs in West Hollywood. She also promoted opportunities for women in technology at Gannett and LocaliQ.

Inclusive consumer events and experiences

Gannett’s consumer events and experiences division, USA TODAY NETWORK Ventures, strives to produce events which cultivate safe and inclusive spaces ensuring all are welcome. Each year, we conduct an audience survey, to ensure representation and accessibility for all participants. This includes ensuring talent and event award categories take diversity into account, making accommodations for endurance participants who need them, and closed captions for the hearing impaired.

The USA TODAY High School Sports Awards celebrates the top high school athletes across the country and is a space where we further embedded inclusion, diversity, and equity through actions such as selecting diverse professional athletes to host events, using inclusive marketing, and providing accommodations for those with disabilities. The student athletes represent a deep pool of intentionally diverse and deserving candidates.

The American Influencer Awards Program names and celebrates the top influencers on social media in beauty, fashion, fitness, and style. Not only do we celebrate the talent of these creators, but we celebrate their differences. These influencers represent diversity in many forms, including race, ethnicity, gender, language, class, sexual orientation, ability, and religion.

The Columbus Weddings Show is the go-to resource for couples planning their wedding in the Columbus Ohio area. We’ve been able to further our inclusion efforts by using clear and intentional inclusive marketing, offering couples a safe and secure space where everyone is entitled to equal treatment and respect.



Community engagement

Gannett’s Community Engagement Program provides guidance to our local leaders, to ensure our brands continue to play a central role connecting communities across businesses, nonprofits, government, and local influencers. We lead with an inclusion mindset and are intentional in seeking partnerships and voices from the diverse communities we serve.

- In 2022, the sales team awarded nine worthy organizations \$200 donations as part of their Gratitude and Giving celebration.
- The Tennessean hosted both the Latino Tennessee Voices Live and Black Tennessee Voices Live events, giving Black and Latino community members the space to share their life experiences. The Tennessean also received the Excellence in Newsletters award from the Online News Association for its Black and Latino Voices newsletters.
- The Fayetteville Observer held a yearlong Table Stakes challenge, which focused on building trust and growing readership in the Black community. During the year, the staff held a series of audience listening sessions and mobile newsrooms and increased attendance at community events.
- The Palm Beach Daily News maintains multiple community partnerships, including the Rev. Dr. Martin Luther King Jr. Coordinating Committee, Palm Beach County Veterans Committee, Black Chamber of Commerce of PBC, Compass Community Center, and Urban League of Palm Beach County.



Community engagement *continued*

- The Columbus Dispatch partnered with Black Girl Rising Inc. to feature editorials and other opinion content from and about Black girls in Columbus, Ohio, and Community Engagement Editor Amelia Robinson hosted discussions for the organization.
- The Courier Journal partnered with the Frazier History Museum and Muhammad Ali Center for “Racial Reckoning” — a series of community conversations on racial justice, and “The Black Six” event with the Frazier History Museum and the city’s Lean Into Louisville group, honoring six Black Louisville residents who were wrongfully accused of crimes in 1968.
- The Sarasota Herald-Tribune partnered with the Community Foundation of Sarasota County to sponsor the Season of Sharing, raising money for residents who face the threat of homelessness.

“

As a patient of the Dana Farber Cancer Institute, the volunteer work with the Patient Family Advisory Council has proven to be very rewarding. Being educated on access to healthcare, prevention, treatment, and transition care has been a gift. Lending a voice to people who are underrepresented is a privilege. Dana Farber has given me something well beyond recovery — they have helped shape my purpose.

”



Peter Schofield
He/Him
VP, Sales

Deepening partnerships with local businesses and associations

Newsquest, Gannett's local media group based in the UK, has taken steps in expanding our company's inclusion efforts globally to include our international workforce through education, learning, and alignment. This includes programs such as our self-identification survey, Employee Resource Groups, and Inclusion Advisory Council. In addition, we aim to embed the inclusion mindset through business and outreach initiatives.

- **The National Council for Training of Journalists** oversees the training of journalists for the newspaper industry in the UK and is now playing a role in the wider media landscape. Newsquest makes an annual donation to support the charities work to engage people from underrepresented communities who need funding for training to participate.
- **The Young Reporter Scheme** is a school program giving students aged 14-18 an opportunity to write for an online newspaper. The program runs for eight months during the school term, with various opportunities offered along the way to encourage the next generation of journalists to join the industry.



Supplier Diversity Program

Gannett’s Supplier Diversity Program is designed to connect diverse businesses, including companies owned by women, people of color, veterans, LGBTQ+, people with disabilities, and small businesses to opportunities with Gannett while delivering on our mission to represent and empower the communities we serve.

Gannett is a member of the [National Minority Supplier Development Council](#), which further enhances Gannett’s ability to engage with diverse suppliers and match them with potential opportunities across the company. The supplier diversity team also partners closely with our Employee Resource Groups to identify and promote opportunities for diverse suppliers within Gannett’s supplier ecosystem.

An area of focus is educating and supporting those in the eligible supplier community to become registered as a certified diverse supplier. Additional efforts include:

- Updating our request-for-proposal policy to require inclusion of minority businesses where applicable
- Developing a process for tagging Gannett’s vendor database with socioeconomic indicators
- Raising internal awareness about the Supplier Diversity Program

Total Diverse Spend

2020	2021	2022
\$268M	\$454M	\$624M



Ozie Malikyar
She/Her
Manager, Sourcing

“Leading our Supplier Diversity Program has given me the opportunity to provide education on our initiatives, progress, and the positive impact we have in supporting and elevating our diverse suppliers. Structured supplier diversity programs foster economic growth within the diverse business community while providing high quality products and services.”



Supplier Diversity Program

“

Andrew Distribution has been a supplier of Gannett for over 30 years starting with USA TODAY in the Midwest market. We have become a national partner for Gannett as their transportation supplier in all major markets. Through our partnership with Gannett, we're learning how to certify our business as an MBE (minority business enterprise).

”



Andrew Malek
He/Him
Vice President, Andrew Distribution

“

As we embark upon our next 50 years and take bold new steps aimed at not just achieving our goal to grow spend to \$1 trillion with [National Minority Supplier Development Council] certified minority business enterprises, but eliminating the racial wealth gap entirely, the partnership of corporate members like Gannett and their leading-edge business diversity program are vital to our success. Only together can we build a truly inclusive and resilient economy that will build generational wealth for the communities of color we serve.

”



Ying McGuire
She/Her
National Minority Supplier Development Council,
CEO and President

Outreach and social responsibility

A Community Thrives, the Gannett Foundation’s annual grant making and crowdfunding program, supports nonprofit organizations across the country with a focus on supporting underserved communities. A sampling of 2022 grants includes:

- \$50k grant to the **Oasis Center**, in Nashville, TN, to support the hiring of an additional counselor for center’s Just Communities Project, which aims to strengthen mental health support for LGBTQ+ youth, while creating open and affirming spaces for youth within families, schools and communities.
- \$100K grant to support the opening of the **Tandem Community Birth Center & Postpartum House** in an underserved community without a maternal care center.
- \$25K grant to **Spencer Pride** which provides health support to LGBTQ+ youth. The grant will fund the completion of Spencer Pride’s Health Program Space to provide confidential health and education services to the LGBTQ+ community in rural Indiana.
- \$50K grant to **Gainesville for All** to support early childhood initiatives that address racial and economic inequities that hurt people and hinder the community from achieving its best potential.
- \$10K grant to **HeartBound Ministries** which works to break the cycle of crime and incarceration by reducing recidivism rates and restoring people with an incarcerated history to their families, communities, and faith.
- \$50K grant to **Fayetteville Justice for our Neighbors**, which provides low-income immigrants, refugees, and asylum seekers with affordable, high-quality legal services.



Photo courtesy of Gannett Foundation



Voleer Thomas - The Gainesville Guardian

Outreach and social responsibility

In 2022, the Gannett Foundation continued its focused outreach and grantmaking in support of organizations that serve historically underrepresented or marginalized groups, people and programs in alignment with support values. Using a weighted scorecard, the Foundation's grantmaking serves almost exclusively organizations that address social justice and inequity. The Gannett Foundation granted \$3.34M across the United States and in the UK supporting initiatives in hunger, housing, mental health, education, and maternal health.

In addition to community grants, the Gannett Foundation contributes media-related grants to increase diversity in the field of journalism. 2022 grants included:

- [The GroundTruth Project](#) to build trust between journalists and underserved communities
- [The Poynter Institute](#) to support its Leadership Academy for Women in Digital Media
- [National Lesbian and Gay Journalists Association](#) to connect LGBTQ+ student journalists with professional mentors

THE
groundtruth
PROJECT



Poynter.

Conclusion

Gannett continues forward, infusing inclusion, diversity, equity, and belonging in everything we do.

To make meaningful progress, every employee must be engaged in our culture of belonging. This commitment is a critical element to our company's success, and imperative in our attraction, retention, and engagement efforts.

Inclusion is essential — and we're proud of our accomplishments as we continue our journey with continued focus and dedication in 2023.

#TeamGannett



GANNETT

2022

Inclusion Report

