



## Dedication to Diversity and Inclusion

In every aspect of our business, Charter-Spectrum is committed to Diversity and Inclusion, which makes us a stronger company. Our goal is to empower and advance local communities where our employees and customers live and work.

Our workforce is composed of 47% people of color and multicultural communities represent nearly 38% of our total subscribers.

### PARTNERING WITH LOUISVILLE URBAN LEAGUE



Through the Spectrum Digital Education program, we have supported the Louisville Urban League's Senior Digital Literacy program. **Since 2018, we have provided \$100,000 in grants to this program.** Nationally, Spectrum has doubled its investment in the Spectrum Digital Education program in 2020.

### BLACK NEWS CHANNEL

Spectrum was the first pay TV provider to offer the Black News Channel, the first and only African American-focused 24/7 news network



## SIGNATURE PROGRAMS

- **Spectrum Housing Assist** – Partnership with nonprofit organizations that engages volunteers to provide critical home repairs. In 2020, we met our commitment of making 50,000 home safer.
- **Spectrum Digital Education** – Grant program supporting nonprofit organizations that educate underrepresented communities on the benefits of broadband. Since its 2017 launch, we have awarded \$2.5 million in cash.
- **Spectrum Scholars** – a two-year scholarship program for underrepresented college students with financial need.
- **Spectrum Community Investment Loan Fund** – a \$20 million commitment to support economic growth in underserved communities, including \$10 million targeted specifically for minority owned businesses through direct investments in community development financial institutions (CDFIs), grants, and in-kind support.

## SUPPLIER DIVERSITY PROGRAM

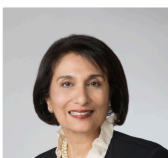
Charter's Supplier Diversity program embraces the unique backgrounds, perspectives, and experiences of our suppliers in the communities that we serve. Charter recognizes suppliers as diverse when they are 51% owned, operated and controlled by diverse individuals.

## DIVERSITY &amp; INCLUSION COMMITTEE

Our External Diversity & Inclusion Committee is composed of national civic and business leaders who help us understand the critical needs of the diverse communities we serve and how to implement our programs to make a positive impact.



**Marc H. Morial**  
President and CEO, National Urban League



**Dr. Rohini Anand**  
Former Senior Vice President and Global Chief Diversity Officer, Sodexo



**Faith Bautista**  
President and CEO, National Asian American Coalition & CEO, National Diversity Coalition



**Sindy Marisol Benavides**  
Chief Executive Officer, League of United Latin American Citizens (LULAC)



**Janeen Comenote**  
Executive Director, National Urban Indian Family Coalition



**Maurita Coley Flippin**  
President and CEO of Multicultural Media, Telecom and Internet Council



**Yvonne Garcia**  
Chief of Staff to State Street CEO



**Carol Glazer**  
President, National Organization on Disability (NOD)



**Ken Lee**  
Chief Executive Officer, OCA



**Janet Murguia**  
President and CEO, UnidosUS



**Dagmar Rosa-Bjorkeson**  
Chief Strategy and Corporate Development Officer, Mallinckrodt (MNK) Pharmaceuticals



**Rev. Dr. Al Sharpton**  
Founder and President, National Action Network (NAN)



**Dr. Clifford L. Stanley**  
Former Under Secretary of Defense for Personnel and Readiness



**John C. Yang**  
President and Executive Director, Asian Americans Advancing Justice, AAJC



**Kenji Yoshino**  
Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law