

30-Day Progress Report

In our ongoing effort to communicate progress, we would like to share the following update with you.

Macmillan has put in place a task force with representatives from every division at the company to put additional emphasis on diversity in recruitment, retention, and publishing. Below are some areas we will continue to grow:

Recruiting and Retention:

- We recently expanded our HR team to include a new full-time staff person dedicated to recruiting efforts. She will be a resource in expanding our candidate pool to include underrepresented groups.
- We are continuing to review our existing recruitment and retention programs and are considering ways to expand them so that the totality of our talent management initiatives helps produce a more representative workforce.

Publishing Programs:

- We will be working across all publishers at Macmillan to develop strategies to seek out, acquire, and publish more books by people from underrepresented backgrounds, with each publishing division driving their own initiatives.
- The D&I Council recently created guidelines for hiring and using authenticity readers; we are communicating these best practices throughout the company, including a database of authenticity readers we can access for future titles.

In addition, Flatiron Books has engaged in discussion with various Latinx groups and individuals in the diversity and inclusion space to learn about what we can do to better support Latinx and other underrepresented communities. From these discussions we are exploring the following:

- Developing a fellowship program to support a Latinx work in progress
- Offering a mentorship program for Latinx writers outside the New York area

- Hosting an event that will introduce Latinx agents to our editors; we hope to make this a recurring event
- Flatiron Books is looking carefully at how we are setting up future titles by authors from underrepresented groups in terms of resource allocation.

While these efforts are currently focused on Latinx communities, our hope is to continue to expand our outreach efforts in other underrepresented communities as well.

This is only a beginning, of course. We look forward to communicating our progress in the coming months, and we invite your feedback as this process continues.

Bob Miller

President

Flatiron Books