

**Knowledge Network Corporation
Cultural Diversity Best Practices**

**Report to the CRTC for the 2011/12 Broadcast Year
(September 2011 – August 2012)**

Preamble

Knowledge Network Corporation (KNC) values cultural diversity among individuals and groups, and acknowledges that cultural diversity encompasses many elements including: race, ethnicity, language, religion, value and belief systems, disability, class, sexuality, gender, and age. KNC does not tolerate discrimination on the basis of such attributes and is committed to providing an environment where people are treated with respect and supported in their work.

Since 1981, KNC has supported local and regional voices in British Columbia. We acknowledge our responsibility as a public educational broadcaster to provide programming that meets the needs of a culturally diverse learning community. We are committed to fostering multiculturalism by encouraging diversity in the independent production sector in British Columbia and Canada. KNC continues to develop new opportunities, creating original programming for television and the Internet that will engage British Columbia's varied and distinct population.

Through policies and practices relating to equitable hiring, on-air reflection, controversial programming and program acquisition and commissioning, KNC provides programming that reflects and respects the cultural diversity of the British Columbians we serve.

Article 1 Application and Implementation

- 1.1 KNC's Cultural Diversity Best Practices ("Best Practices") will apply to all programming on the broadcast service;
- 1.2 All Directors will be accountable to the President and CEO on application of the Best Practices, appropriate to the departments they manage;
- 1.3 Staff will be informed of the Best Practices and be expected to apply the principles to KNC business activities;
- 1.4 Every staff member will have a copy of the Best Practices; it will also be posted in a conspicuous place at KNC as well as on the KNC website.
- 1.5 The Director of Business and Content Management will monitor the implementation of the Best Practices on a quarterly basis, reporting directly to the President on progress.

New Actions

We continue to distribute Best Practices to staff on a regular basis and they remain posted on Corporate bulletin boards and on the Knowledge website.

Article 2 On-Air Reflection

- 2.1 The Creative Director will oversee the selection, screening, editing and scheduling of all programming to ensure it reflects KNC's Best Practices.

- 2.2 KNC's on-air image will reflect and promote the cultural diversity of British Columbia, through culturally diverse on-air talent, independent production and sponsorship partners.

New Actions

Actions for this Article 2 include content that was broadcast or publicized during the reporting year while actions in Article 3 include projects that were commissioned or acquired during the reporting year. Programming related Actions in both articles have been categorized for ease of understanding.

Kids programming featuring ethnically diverse talent and cultural diversity:

Children's programming on Knowledge Kids strives to reflect the diversity of our audiences in shows such as **Hi-5** (five talented and culturally-diverse singers and dancers offer a world of learning through music, movement and fun) and **Martha Speaks** (A strong, empowered female lead character leads this literacy and vocabulary-based series).

Other kids titles that support cultural diversity include: **Dino Dan, Numberjacks, Wild Kratts, Peep and the Big Wide World, The Little Prince**

Continuation of the branded strand East is East, focused on Asia Pacific:

China Blue – a revealing look inside a blue jeans factory in southern China where teenage workers struggle to survive harsh working conditions.

The Treasure – deep beneath the Java Sea lies a priceless treasure – the wreck of an ancient merchant ship dating from 10th century China, the oldest ever discovered.

Secrets of the Battleship Yamato – featuring interviews with survivors and underwater images of the ill-fated battleship, this fascinating documentary reveals the secrets of her design, her final mission and the violent events that brought her down.

Asia's Monarchy – in this five-part series we journey to the heart of these beautiful lands to understand the relationship between the people and their monarchs.

Mao – tells the riveting story of Mao Zedong from his peasant roots to his role as the father of Chinese Communism.

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India with Sanjeev Bhaskar – British actor and comedian Sanjeev Bhaskar tries to get under the skin of modern India – from the sights and sounds that characterize Indian life to the lush beauty of the landscape, this series is an atmospheric portrait of one of the world’s emerging superpowers.

Marco Polo Reloaded – Bradley Mayhew is on a mission: he’s following the Silk Road on the tracks of its most well-known voyager, the medieval traveler and writer Marco Polo. Mayhew is a British travel writer who pens guidebooks for Lonely Planet, and in this four-part series he covers the ancient trade route’s entire length, from Venice to Beijing.

Indian Hill Railways – from the Himalayas in the north, to the Nilgiri Mountains in the south – for over a hundred years, little steam trains have climbed through the clouds and into the wonderful world of Indian Hill Railways. In this three-part series, we travel along the historic train lines and meet the people whose lives they have shaped.

Bombay Railway – in 2005 a meter of rain fell in 12 hours and Bombay suffered its worst ever flood. Over 100 people lost their lives yet within 48 hours, the trains were running again. In fact Indian trains are more punctual than trains in the UK. These films take the viewer into the huge and bureaucratic world of trains, exploring the lives of the 1.6 million people who work on the railways and also the many people who live in the slums by the railway.

Beijing: Biography of an Imperial Capital – in this three-part series, the rich history of China’s ancient capital city is brought to life using stunning reconstructions and CGI. From the city’s conquest and destruction by the Mongol hordes of Genghis Khan, to the moment when China’s last emperor was expelled from the Forbidden City, Beijing’s biography is a story of mighty rulers, rebels and renegades.

The Spice Trail – Kate Humble sets off on a journey along the exotic “spice trail” in this fascinating three-part series. The Spice Trail is a tantalizing mix of epic voyages, bloody wars, global trade, traditional cultures and, of course, delicious food.

Made in China – this documentary takes you behind-the-scenes of China’s most popular TV talent show, watched by over 100 million people. The contestants are all foreigners who must perform entirely in Mandarin, much to the audience’s delight.

Indian School – what is it like to live in one of the fastest-growing and most culturally diverse countries in the world? This series looks at India through the eyes of a group of school children. It follows students in two Indian schools for

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a year, from the success of the school cricket team to the pressures of critical exams.

Programming featuring aboriginals or First Nations as subject matter:

Wild Horses, Unconquered People – this documentary weaves together an intricate story that encompasses the wild horses, the science behind their peculiar genetic heritage and the remarkable symbiosis with the First Nations people who share the remote patch of land on which they thrive.

Incident at Restigouche – on June 11 and 20, 1981 the Quebec Provincial Police raided Restigouche Reserve – at issue were the salmon fishing rights of the Micmac people. Because salmon has traditionally been a source of food and income to the Micmacs, the Quebec government's decision to restrict fishing aroused consternation and anger – this film provides a historical perspective on the issue.

Duncan Campbell Scott: The Poet and the Indians – an intimate portrait on one of Canada's early literary figures, who made his mark in history as head of the Department of Indian Affairs and implemented one of the most brutal assimilation programs that Canada ever levied.

Reservation Soldiers – this documentary focuses on the relationship between the Canadian military and aboriginal youth. For three teenage boys from remote Western Canadian reservations, the military represents an opportunity they don't often see at home – adventure, discipline and cold hard cash.

Kinngait: Riding Light in the World – set in the Canadian Arctic, this is an intimate, first-hand account of how the tiny, isolated Inuit community of Cape Dorset became the internationally celebrated art capital of the North.

T'lina: The Rendering of Wealth – each spring, the families of the Kwakwaka'wakw Nation travel to a sacred place along the northwest coast of BC for the annual eulachon harvest. Capturing intimate footage of a contemporary harvest, this documentary offers a rare glimpse of a traditional way of life.

Incident at Oglala – Robert Redford goes in search of the truth in Michael Apted's classic documentary about jailed Native American activist Leonard Peltier and the incident at Pine Ridge Indian Reservation that left two FBI agents dead.

Whale Rider – a contemporary story of love, rejection and triumph as a young Maori girl fights to fulfill a destiny her grandfather refuses to recognize.

Documentaries featuring women in key roles:

Mary Shelley: The Birth of a Monster – the creator of a modern monster and a visionary of a scientific future, Mary Shelley is an enduring and remarkable novelist. This program discovers how the author’s personal life, even at age 19, influenced her most famous work and why her ideas resonate so clearly today.

The Queen and I – a complex portrait of two very different women coming to grips with the past and future of Iran. They build connections that bridge politics and history, and share a profound longing for the country they both loved and hope to return to someday.

Family Portrait in Black and White – in a small Ukrainian town, Olga Nenyra raises 16 black orphans amidst a population of Slavic blue-eyed blondes. Forced to constantly defend themselves from racist neighbours and skinheads, the children have to be on guard against the society that surrounds them. While Olga is on a crusade to save her children from an unjust world, she is also determined to shape their future according to her own, often limited vision.

Blood of the Rose – chronicles the extraordinary life and brutal death of Joan Root and her campaign to save the lake she loved.

The Market – in India the fishermen who witnessed the 2004 tsunami refuse to go back to the sea and their wives are now selling their kidneys to feed their families.

Joanna Lumley’s Nile – in this four-part series, British actress Joanna Lumley travels upstream, visiting the people who live and work along the Nile River.

Joan Baez: How Sweet the Sound – from her teenage performances in coffee houses to the 50-year career that followed, this intimate documentary chronicles the life of folk legend and human rights activist Joan Baez.

Marlene Dietrich: Her Own Song – this documentary profiles the life of Marlene Dietrich, revealing the passionate artist and political activist beneath Dietrich’s glamorous façade. Features footage and interviews with historians, family members and colleagues.

Koop – named by Time Magazine as one of Canada’s best artists, painter Wanda Koop is preparing for two career retrospectives. Breaking from the demands of her studio, she embarks on a journey by freighter boat. Sketches, photographs and moments of observation soon lead to a new group of astonishing paintings and insight into the creative process.

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The Jazz Baroness – Baroness Pannonica Rothschild was born into fabulous wealth but one track on one record by a man she'd never met – jazz pianist Thelonius Monk – inspired her to leave everything familiar and start a new life on the other side of the world. Filmmaker Hannah Rothschild, her great niece, defied her family to search out this fascinating true story.

I Was Worth 50 Sheep – Sabere was only 10 when she was sold to a man forty years her senior. After six years of confinement and abuse she escaped to find temporary refuge in a women's sanctuary. This is the story of one brave Afghani girl and her struggle for life.

Full Cover Girl – Jenan al-Ubaedy is an elected member of the new Iraqi government and a devout Shia Muslim fully covered in black. Her main priority: implementing Islamic law, including polygamy and wife beatings. This fascinating documentary provides rare access into the perspectives of Iraqi women while shedding light on a troubling issue: should a democracy curbing some rights for women be encouraged?

The Time of Their Lives – Rose, at 101, is the oldest newspaper columnist in the world; Hetty, 102, is still marching against war; and Alison, 88, a one-time Communist Party member, is now a self-styled "establishment lady". Surprising, passionate and at times very funny, they speak honestly from the end of life, bringing to the screen a rare perspective on old age.

Marie-Nicole Lemieux: A Voice for All Seasons – an intimate portrait on the life and career of contralto Marie-Nicole Lemieux.

Baseball Girls – this zany film looks at female baseball and softball stars from the past and present. Archival stills and 1940s film footage reveal the little-known world of women's ball with roots well over 100 years old.

What a Difference a Day Made: Doris Day Superstar – this tongue-in-cheek account of Day's turbulent and successful life combines film clips, music and interviews for an engaging look at the world's most famous "girl next door".

Raising Renee – acclaimed artist Beverly Mclver promises to take care of her mentally disabled sister Renee when their mother dies - a promise that comes due just as Beverly's career is taking off. She asks herself, can promises ever be broken? This gentle, humorous and moving film explores the tenacity of family bonds and the power of art to transform.

Suzie LeBlanc: A Musical Quest – Canadian soprano Suzie LeBlanc's passion for the music of her native Acadia, takes her on a pilgrimage in search of traditional Acadian songs. We join Suzie in Dieppe, New Brunswick, along with four musicians, as she performs the music which speaks of the joys and tribulations of the Acadian people.

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Grey Gardens – the unbelievable but true story of Mrs. Edit Bouvier Beale and her daughter Edie, living in a world of their own in their decaying 28-room East Hampton mansion known as “Grey Gardens”, a place so far gone that the local authorities once threatened to evict them for violating sanitation codes.

Prime Suspect – in this series the newly promoted Detective Superintendent Jane Tennison is now working for the Area Major Investigation Team, but hardly catches her breath before facing three challenging new cases.

Elizabeth I – this is the epic story of a legendary queen’s appetite to love and to be loved against all odds. This mini-series explores the private and public life of Elizabeth I in the latter half of her reign, offering a personal look at her allies, her enemies and her suitors as she struggled to survive in a male-dominated world.

Emily Carr: Winds of Heaven – explores the intimate details of Emily Carr’s artistic life, from the overbearing challenges of her Victorian upbringing, through her fifteen-year retreat from the world of art, this documentary captures the essence of Carr’s spirit as she becomes a modern artist with passion and courage.

Documentaries providing different perspectives on global cultures:

Civilization: Is the West History? – Niall Ferguson asks why it was that Western civilization, from inauspicious roots in the 15th century, came to dominate the rest of the world; and if the West is about to be overtaken by the rest.

Hidden Treasures – in this three-part series, Griff Rhys Jones, a collector and enthusiast goes off on sometimes hazardous quests into remote corners of the world with strong artistic traditions to find out what remains of this unfettered self-expression and to discover the ideas that underpin their creativity.

Between the Folds – meet a group of artists and scientists who’ve abandoned careers and scoffed at graduate degrees to forge unconventional lives as modern-day paper folders.

In Korea with Norm Christie – follow this war historian and a group of Canadian veterans as they retrace their footsteps to rarely visited places, depicting what really happened during the Korean War.

War/Dance – amidst the squalor of a Ugandan refugee camp, the children of Patongo Primary School have something magical to look forward to. They’ve qualified for the National Music Competition in Kampala – win or lose the children will show what true heart can achieve.

Position Among the Stars – Leonard Retel Helmrich shows us the underlying patterns of life in Indonesia, both literally and metaphorically with his revolutionary camera work.

When the Moors Ruled in Europe – historian and author Bettany Hughes explores the world of the Moors, the Islamic Society that ruled in Spain for 700 years.

Inside Disaster: Haiti – this series takes audiences behind the headlines of a natural disaster, documenting the emergency relief effort from first response to recovery by the FACT disaster team of the International Federation of the Red Cross. Shot over a six month period with unprecedented access, this three-part series will follow these brave individuals in life and death situations that threaten the lives of thousands.

Black Coffee – coffee is the world's second most widely traded commodity after oil and provides a livelihood for more than 20 million people around the globe. This is an absorbing tale filled with eccentric personalities, tin-pot dictators, revolutionary meetings and intriguing insight into the human experience.

Boys of Buchenwald – explores how child survivors liberated from the Buchenwald concentration camp were brought out of despair and created remarkable lives for themselves.

Last Train Home – every Spring, China's cities are plunged into chaos as all at once, a tidal wave of humanity attempts to return home by train. It is the Chinese New Year and is an epic spectacle that tells us much about China, a country discarding traditional ways as it hurtles towards modernity and global economic dominance.

True Love or Marriage Fraud? – a cautionary tale about Canadians who believe they found love in a foreign land but discover instead they have fallen victim to marriage fraud. More victims of betrayal and heartache continue to suffer as the government fails to enforce laws and investigate.

Ascent of Money – this groundbreaking six-part series examines the creation of the economic system by taking viewers on a global trek through the history of money. Professor Niall Ferguson delves into how the complex system of global finance evolved over the centuries, how money has shaped the course of human affairs and how the mechanics of this economic system work to create seemingly unlimited wealth – or catastrophic loss.

Scared Sacred – filmmaker Velcrow Ripper sets out on a unique, five-year pilgrimage. Visiting the 'Ground Zeros' of the planet, among them Cambodia, Afghanistan, Bosnia, and post-9/11 New York, he asks if it's possible to find hope in the darkest moments of human history.

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Diamond Road – this series explores the historical, cultural and socio-political facets of the world's most intriguing gem. Boring deep into the world of diamonds, the series is filmed on four continents with miners and moguls, geologists and master cutters, dealers and collectors. It seeks to understand the multiple meanings of an object that is as old as Earth itself, steeped in a history of conflict, love and hope.

Lost Kingdoms of Africa – this series is an exploration of Africa's rich history in an original and distinctive way. Dr. Gus Casely-Hayford reveals the continent's past before it was colonized and subjugated by European powers and reveals stories of the Asante Kingdom (Ghana), the Zulu Kingdom (South Africa), the Carthaginian Empire (Tunisia) and the Kingdom of the Great Lakes (Uganda).

God Grew Tired of Us – Christopher Quinn's documentary follows three Sudanese "lost boys" whose long trek from civil war eventually led them to a new life in America. But even as they forge their future, they can't forget the past and those they left behind.

Operation Filmmaker – a Hollywood actor's idealistic attempt to give a young and aspiring Iraqi filmmaker a chance to realize his dreams.

Documentaries featuring culturally diverse subjects and/or presenters:

Hair India – ancient ritual meets globalization in this story about the journey made by a young woman's hair.

Liberia '77 – a tattered envelope of their Dad's photos leads Canadian brothers on an adventure in photography, memory and culpability in the war torn African country of their childhood.

The Prosecutor – follows Chief Prosecutor Luis Moreno-Ocampo through the first trials of the newly formed International Criminal Court in The Hague. Critics say Moreno-Ocampo's justice threatens peace. Champions of justice criticize his weaknesses. The Prosecutor must keep one step ahead of them all.

The Team – follows the production of a Kenyan TV soap opera about a soccer team that hopes to overcome deep personal and cultural differences in an attempt to save their country.

Cantors: A Faith Song – three leading Jewish Cantors perform an evening of popular and religious Jewish songs in a 17th century synagogue in Amsterdam.

Mendelssohn Gala – this 2009 gala concert in Leipzig, Germany, celebrated the birth of prolific composer Felix Mendelssohn 200 years earlier.

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Yusuf Islam: A Few Good Songs – this insightful biography tells the story of legendary singer/songwriter Yusuf Islam previously known as Cat Stevens, as he celebrates his return to the music industry and the release of his first album in almost 30 years.

Young@Heart – this fun, feel-good film about the Young@Heart Chorus, a remarkable group of 75 to 93 year olds who belt out rock music on stage, follows the performers as they rehearse for a new show in their hometown.

Silk – this smart, fast-paced courtroom drama follows life on the front lines of Britain’s criminal law system.

Party Animals – this new drama series presents Westminster from the ground up – the young researchers and advisors shouldering huge responsibility in a frantic, high-stakes world.

Mordecai Richler: Last of the Wild Jews – an in-depth look at the personal life and work of controversial Canadian writer Mordecai Richler.

In Search of Myths and Heroes – from the plains of Africa to the mountains of Western Tibet, from the Emerald Isle to the Aegean Sea, historian Michael Wood embarks on a compelling journey into the past as he searches for the truth behind four famous legends: Shangri-La, the Golden Fleece, the Queen of Sheba and the Holy Grail.

Zarzuela Concert with Placido Domingo – this program features tenor Placido Domingo performing at the Zarzuela Royal Gala concert at the National Auditorium of Madrid attended by King Juan Carlos of Spain.

Jungle Baroque with the Villancico Ensemble – the Jungle book of the Baroque Ensemble Villancico is a Swedish group, unique to its kind in Europe. They play Latin-American Renaissance and Baroque music from the time of the Conquistadors.

Lang Lang: Live at Carnegie Hall – Lang Lang’s triumphant Carnegie Hall debut at age 21 helped confirm the piano virtuoso’s huge talent. Along with pieces by Schumann, Haydn, Chopin and Liszt, Lang Lang performs a spirited duet with his father, Guo-ren Lang, a professional performer of the erhu, a traditional Chinese bowed instrument.

Ode to a Requiem – La Chapelle de Quebec and Les Violons du Roy perform Mozart’s Requiem, while musicologist Robert Levin and musical director Bernard Labadie tell the remarkable story behind this masterful and moving work.

Ballets Russes – The fascinating story of the Ballets Russes - a group of revolutionary artists who helped transform 20th-century ballet into a true art form.

One Thousand and One Voices – this documentary takes the viewer on a spectacular journey through Egypt, Senegal, India and Turkey, while exploring the musical diversity of Islam.

Chants of Sand and Stars – this musical journey takes viewers around the world in search of the roots of chazzanut, the rich and varied religious music that accompanies Jewish liturgy.

Buena Vista Social Club – in 1996, award-winning recording artist Ry Cooder gathered together some of the greatest names from the history of Cuban music to collaborate on the bestselling and Grammy-winning album “Buena Vista Social Club”. This groundbreaking documentary inspired by the album follows the group on tour from Amsterdam to New York.

Mighty Uke: The Amazing Comeback of a Musical Underdog – this documentary travels the world to discover why so many people of different nations, cultures, ages and musical tastes are turning to the ukulele to express themselves, connect with the past and each other.

Life in Stills – at the age of 96, Miriam Weissenstein never imagined that she would be facing a new chapter in her life. But when The Photo House – her late husband Rudi’s life’s work – was destined for demolition, even this opinionated and uncompromising woman knew she needed help. Director Tamar Tal captures the heart wrenching, humourous journey of Miriam and her grandson, Ben, as they join force to save the shop and its nearly one million negatives that document Israel’s defining moments.

Hitler’s Children – Goering, Himmler, Goeth, Frank, Hoess – the names incite horrific memories of hatred and appalling violence. But what happens if you inherit that name and family history? In Chanoch Ze’evi’s powerful documentary, descendants of the Nazi regime’s leaders reveal what it is like to live in the shadow of their notorious namesakes.

Sayed Kashua: Forever Scared – Sayed is an Israeli-Arab writer who never feels at home because he is constantly called upon to justify himself and his work. This documentary follows Sayed over a period of seven years through the upheavals and events that changed his life.

Amos Oz: The Nature of Dreams – based on his autobiographical book “A Tale of Love and Darkness”, this documentary tells the story of Israeli author Amos Oz, the society which he lives and the connections between them.

Israel Ltd. – follows three Jewish students from North America who travel to the Holy Land as part of a youth program called the Israel Experience.

Blood Relation – filmmaker Noa Ben-Hagai uncovers the story of her forgotten great-aunt Pnina, who disappeared from the family’s settlement at the age of 14 and spent 24 years living as an Arab before contacting her family. As Ben Hagai tracks down her long-lost cousins, she reveals a uniquely personal example of the complexities of Israeli-Palestinian reconciliation.

Worst Company in the World – in this funny, endearing documentary, filmmaker Regev Contes takes a year off to help salvage the family business. Regev’s father runs a Tel Aviv insurance company with his brother and his best friend. Despite Regev’s efforts to introduce order and professionalism, he cannot change this motley crew. Instead, it is Regev who learns the importance of eking out joy from all corners of life.

A Film Unfinished – newly discovered footage from an unfinished Nazi propaganda film exposes how the Reich manufactured scenes of life inside the Warsaw Ghetto.

Skate of Mind – follows the story of Mohammed, an Israeli-Arab skateboarder and his girlfriend Alina, an Israeli-Jew, as they struggle to love and live in times of war and their parents’ disapproval.

Lady Kul el-Arab – this is the story about a beauty pageant that turned into a moving story of a family caught between cultures and delicately draws the dramatic and touching portrait of a young lady who finds herself at the heart of a struggle which fascinates the whole country.

The Choir II: Boys Don’t Sing – choirmaster Gareth Malone faces his ultimate challenge at Leicester’s Lancaster Boy’s School. With 1,250 Rowdy teenage lads who think joining a choir just isn’t cool, it’s up to Gareth to get the whole school singing and put in place a musical legacy that will last for years.

Article 3 Program Commissioning and Acquisition

- 3.1 Independent producers and Program suppliers working with KNC will be made aware of the Best Practices.
- 3.2 Programs commissioned and acquired by KNC will be reviewed prior to broadcast where possible to ensure that cultural and racial minorities, as well as Aboriginal people, are portrayed in an accurate and non-stereo-typical way. The same considerations will be made when selecting guests and on-air personalities for all KNC commissioned programs.
- 3.3 If a questionable situation arises regarding commissioned or acquired content, the Program Manager or Commissioning Editor will consult the Creative Director.

- 3.4 Programs acquired by KNC, to the extent possible, will accurately reflect the multicultural and multiracial make-up of British Columbia.
- 3.5 KNC will endeavour not to broadcast any abusive comment or abusive pictorial representation that, when taken in context, is likely to expose individuals to hatred or contempt on the basis of race, national or ethnic origin, colour or religion.

Action Report 2011/12: Article 3 (Program Commissioning and Acquisition)

New Actions

Actions for this Article 3 include projects that were commissioned or acquired during the reporting year. Content that was broadcast or publicized during the reporting year is outlined in Article 2. Programming Actions in both articles have been categorized for ease of understanding.

Documentaries featuring culturally diverse subjects and/or presenters:

Take Me Home - this documentary is designed to trigger discussion about what “home” means to British Columbians through the lives and stories of a number of diverse residents in this province.

Father Figures - a POV documentary that journeys behind the lens of filmmaker April Butler-Parry as she examines her 72-year old father’s romantic relationship with a 22-year old woman from the Philippines.

Documentaries providing different perspectives on global cultures:

Fight Like Soldiers, Die Like Children - when you have been to hell and back, how do you shake the memories? This question has haunted Canadian General Romeo Dallaire since 1994, when he was the UN Force Commander during the Rwandan genocide. Now he has found a reason to live - as he states in his recently published best-selling book, the ultimate focus of the rest of my life is to eradicate even the thought of the use of children as instruments of war”.

Blood Relative - The director, Nimisha Mukerji, is of East Indian descent and the documentary set in India, chronicles the filmmaker’s Uncle’s crusade to bring proper health care to the poverty-stricken children of Mumbai.

Broken Jade - Beginning with a birth in China, the film traces the cycle of life that leads to adoption and the fulfillment of a mother’s dream for her little girl. Twenty years after the country opened its orphanages for business, Chinese mothers are finally breaking their long silence to tell their stories - capturing their hopes and memories - the film makes connections between the mothers who sacrificed their daughters, those who adopted them and the daughters themselves.

The World Before Her - moving between two extremes - the intimate verite drama of the Miss India pageant's rigorous beauty "bootcamp" and the intense regime of a militant Hindu fundamentalist camp for young girls - The World Before Her delivers a provocative portrait of India and its current cultural conflicts during a key transitional era in the country's modern history.

Documentaries featuring people with disabilities:

Do You Really Want To Know? - a documentary about three North American families who have been confronted with the emotional dilemma of whether or not to be tested for Huntington's disease.

Programming featuring aboriginals, First Nations and immigrants:

Working People: A History of Labour in British Columbia - this documentary series chronicles the lives, struggles and achievements of the working people of British Columbia and tells the extraordinary stories of the ordinary people who fought to create a society based on principles of equality, justice and freedom - this includes the roles played by immigrants, First Nations and women.

Article 4 Controversial Programming

- 4.1 KNC may broadcast constructively controversial programming in support of its public education mandate. Such programs will be accompanied by appropriate viewer advisories and disclaimers.
- 4.2 KNC will, where possible, pre-screen any controversial programming for appropriateness.
- 4.3 KNC will broadcast relevant viewer advisories and disclaimers at appropriate times and in appropriate content.
- 4.4 KNC will ensure balanced representation of different points of view throughout the broadcast schedule.
- 4.5 KNC will be sensitive to the use of offensive language, including racist language, and material that is stereotypical, unless such use is relevant to the context, integral to the theme of the program and has educational or social value, is broadcast at appropriate times and has the appropriate viewer advisories and disclaimers.

New Actions

Controversial program review is embedded in our existing process for evaluating programming. In this reporting year KNC aired 50 titles with disclaimers comprised of 17 language disclaimers, 17 adult disclaimers, 14 graphic disclaimers, 1 disturbing & adult disclaimer and 1 graphic & disturbing disclaimer.

Article 5 A Diverse Workforce

- 5.1 KNC will ensure that there are no barriers to equitable employment in its workforce.

- 5.2 Directors will be responsible and accountable for ensuring that the principles of employment equity and non-discriminatory hiring practices are observed.
- 5.3 Directors will make KNC's non-discriminatory hiring policy known to prospective new employees.
- 5.4 Job openings will be posted internally to encourage promotion and members of designated groups will be encouraged to apply.
- 5.5 Job postings and outside advertisements for employment opportunities will include a statement that KNC supports employment equity.

New Actions

During this period we posted eight jobs. Each of these postings included a statement that KNC supports employment equity – specifically, "Knowledge Network is an equal opportunity employer committed to diversity in everything we do".

Article 6 Supporting Employment Diversity

- 6.1 KNC will continue to implement its policies supporting employment equity.
- 6.2 KNC will, where possible, accommodate employee requests regarding racial, religious and ethnic observances.

New Actions

Cultural diversity practices remain embedded in our HR policies. During this period, there were no requests for accommodating racial, religious or ethnic observances.

Article 7 Community and Industry Outreach

- 7.1 KNC staff will be available to speak at schools and community events on careers in broadcasting.
- 7.2 KNC senior management will be available to discuss content, standards and cultural diversity practices with educators, the media and on conference panels.
- 7.3 KNC will encourage staff to be involved in their communities through outreach activities such as local charities and community festivals.

New Actions

Knowledge presented, hosted and/or sponsored the following:

Knowledge held screenings and Q&A sessions of the film Liberia '77 in Vancouver and at the Kamloops Film Festival. In this film, the filmmakers revisit their childhood home in Liberia, after decades of civil war have torn the country apart, all but destroying all photographic evidence of its once peaceful history.

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Knowledge held a screening of the film Do You Really Want to Know? at the DOXA Documentary Festival in Vancouver. This film explores the personal dilemma faced by families who may carry the gene for Huntington's disease, a physically and mentally debilitating and ultimately fatal disease. Individually, each member grapples with the choice to be tested or not.

Knowledge staff members took part in numerous conference panels, workshops and educational outreach activities as noted below:

Knowledge President & CEO moderated a workshop called "Crossing Borders" at Kuala Lumpur, Malaysia.

Knowledge President & CEO moderated sessions at Asian Side of the Doc (International Co-production Forum & Asian Doc marketplace for Specialist Factual & Documentary) in Tokyo, Japan.

Knowledge Network has an ongoing formalized internship program which places several students every summer for 3-4 months. This year it was with Capilano University and several students were placed on Digital Content projects.

Director of Interactive guest lectured in the Digital Marketing Program at BCIT.

Director of Broadcast Operations sits on Advisory Board for BCIT Broadcast Communications program.

Director of Presentation and Independent Production held a pitching session with regional filmmakers at the Kamloops Film Festival which included discussion of diversity on Knowledge Network.

Director of Presentation and Independent Production sat on panel at DiRIDM - Montreal Doc Circuit during which he discussed First Nations projects at Knowledge.

Our Senior Manager of Children's Programming is a long-standing Board Member of the Youth Media Alliance, a Canadian non-profit organization dedicated to encouraging high-quality screen-based content for children through research, advocacy, awards of excellence, professional development and training.

Our Director of Knowledge Kids and BBC Kids is an Advisory Board Member for the Langara Film Arts Program.

Knowledge staff members were involved in the following community activities and charities:

At Christmas 2011, Knowledge Staff supported both Covenant House and the Vancouver Food Bank raising both in-kind and cash donations.

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Draft for September 2011 – August 2012**

Director of Interactive is Founder and manager of a multi-cultural music festival called World Music Day each summer at Granville Island.

Director of Knowledge Kids and BBC Kids is a Communications Committee member for the Developmental Disabilities Association of Vancouver/Richmond.

Other volunteer work by our staff in the community includes work with the local youth hockey association, work in the Downtown Eastside feeding the homeless and organizing various charity golf tournaments.

Article 8 Codes and Practices

- 8.1 KNC is committed to Employment Equity and to the improved representation of women, Aboriginals and visible minorities
- 8.2 KNC will meet all CRTC Programming Codes and Guidelines, in particular, on violence, sex-role portrayal, on-air portrayal, and advertising to children.
- 8.3 KNC will meet all internal Policies and Guidelines, including KNC's Code of Ethics.

New Actions

KNC continued to meet all CRTC Codes and Guidelines as well as internal policies, guidelines and our Code of Ethics.