



media
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Annual Report 2022 – 2023

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Board Chair Message

The past year has been one of gaining traction and building momentum for TVO Media Education Group (TVO.me). Our new vision – a world made better through learning – has taken root. Our positioning as a social impact organization is capturing imaginations. And the implementation of our multi-year strategic plan is delivering real impact.

COVID-19 disrupted everything. It took an outsized toll on our kids' education and learning. Team TVO rallied to assist in the learning recovery process for students across the province. With a one-time infusion of provincial funding, our experts developed:

- new online course material for secondary students with a particular focus on math and literacy skills
- hundreds of online learning activities for elementary students

The job is not yet done. In fact, we're just getting started. Learning recovery will continue to be a priority for TVO in the years ahead.

We are also actively expanding our social impact through partnerships like ones with the Wilson Foundation to produce *TVO Today Live with Steve Paikin*, the fabulous, pan-provincial series on the state of our democracy. We were thrilled to partner with the Aga Khan Museum on our podcast series *This Being Human*, with NBA Canada on co-created basketball-themed online learning content, and with the Black Creek Community Health Centre on the *Learning Beyond Adversity* program. We believe there is immense potential in partnering for impact. This will continue as a priority for TVO going forward.

As ever, none of these achievements would be possible without the generous support of the Ontario government, tens of thousands of individual TVO donors, TVO employees and volunteers, our board and regional advisors, and our sponsors – all of whom share in TVO's vision. These collective efforts are creating a movement for learning and unprecedented momentum in service of Ontario and the more than 15 million people who call it home.

Very best,

Chris Day
Chair, TVO Media Education Group

CEO Message

TVO Media Education Group's purpose is to inspire learning that changes lives and enriches communities. It is this purpose that motivates us and provides our focus as an organization. As I reflect on our 2022-23 fiscal year, I take great pride in the many milestones achieved across the organization and the success we've had progressively realizing on our purpose.

The year was marked by numerous highlights, many of which are articulated throughout this annual report. In sum, they have helped us:

- establish TVO as a social impact organization focused on life-long learning,
- further engage with identified underserved communities,
- become a truly 'digital first' organization, and
- build a high-performing, adaptable and forward-thinking organization.

All of TVO's content over the years, from our TVOkids programming and digital learning resources to our documentaries and current affairs journalism, has been designed to reach people in meaningful ways. This focus on content continues today, but with a greater emphasis than ever on how we can maximize our social impact: here, our success lies in working with community organizations on strategies to bring our content to those who can benefit most, in extending beyond our studio and into communities with productions like *TVO Today Live with Steve Paikin* and *The Thread with Nam Kiwanuka*, and by engaging even more in intentional sponsorships and partnerships.

We are also conscious of the need to reach all Ontarians, including those in diverse communities and others that have traditionally been underserved and overlooked. This means addressing issues and telling stories, featuring voices and perspectives from members of these communities in our journalism and our educational resources, and involving these communities in creating our content. To this end we have set and met targets for the involvement of diverse production companies in our content production, launched new current affairs initiatives such as establishing a diversity beat and an affordability beat, and have featured stories from Indigenous, diverse and remote communities in our course materials. These initiatives have met with considerable success, including a Digital Publishing Award nomination as Best Podcast: Arts, Culture, and Society for our Indigenous podcast *The Art of Sovereignty* and its hosts Chris Beaver and Shelby Lisk.

We are also seeking to expand our presence on the digital platforms and social media apps where much of our audiences spend their time. While broadcast remains an important platform for TVO, one where we will continue to excel as we have for years, growing our impact requires that we become more immersed in creating content for digital platforms (what we call our 'digital first' imperative). We made significant strides this year, expanding our online math tutoring service *TVO Learn Mathify*, adding new digital learning resources and curriculum-linked course material to support our provincial online learning system, and increasing the digital presence and accessibility of our learning resources and services. We launched new podcasts like *Screen Time* and *The Art of Sovereignty* and created new online videos, including *Know Brainers*, a docu-style series and social media initiative targeted to teens and tweens that blends internet-literate fun with fascinating ideas from the Ontario curriculum.

Of course, this was also the year that we began to emerge from the pervasive grasp of COVID-19. As we do so, we continue to prioritize learning recovery with particular focus on literacy and

math skills to support students who were affected by the pandemic. Like other organizations around the world, TVO learned a lot during the pandemic about our team, our culture, our processes and about what we could accomplish in the face of adversity. Our post-pandemic approach has been to create a hybrid work environment that combines the advantages of working from home with the benefits of collaborating with our teammates in a creative office environment. While change is often difficult for organizations, I believe that the experience and the learnings we garnered during the pandemic will help us create an even more forward-thinking, high-performing culture, and will make TVO a stronger organization in the process.

In closing, I would like to thank our Chair, Chris Day, and our Board of Directors for their leadership and guidance throughout the year. Organizations like TVO Media Education Group rely on community-minded people who volunteer their time to serve on our Board, and we are fortunate to have their talent and commitment. Many thanks to our thousands of individual donors whose support is invaluable and the corporate sponsors and foundations who contribute to making a difference. And finally, I want to recognize the TVO team whose creativity and dedication are the driving force behind the purpose-led work we do every day. TVO's ability to inspire learning that changes lives and enriches communities is a result of these collective efforts.

Sincerely,

Jeffrey L. Orridge
Chief Executive Officer

TVO Today

TVO Today is the immersive home for quality current affairs journalism, award-winning documentaries, and podcasts that explore important issues and inspiring solutions.

The Agenda with Steve Paikin

The Agenda with Steve Paikin has been informing Ontarians about issues that matter for 17 seasons. In 2022-23 *The Agenda* explored a broad range of critical issues – from the ongoing war in Ukraine, to in-depth election coverage, to the growing pressures of inflation and affordability.

In May 2022, *The Agenda*'s production and editorial team produced the 2022 Ontario Leaders' Debate on behalf of the broadcast consortium representing all the major broadcasters. Hosted by Steve Paikin and the Toronto Star's Althia Raj, leaders from the four major parties participated in a 90-minute, commercial-free debate. *The Agenda* followed the debate with live analysis.

In June 2022, *The Agenda* provided four hours of live, uninterrupted coverage of the provincial election.

In August 2022, *The Agenda* partnered once again with the Association of Municipalities of Ontario for its annual conference in Ottawa. Jeyan Jeganathan was the emcee for the entirety of the conference and both Nam Kiwanuka and Steve Paikin moderated panel discussions during the event. Many of the discussions were later broadcast on *The Agenda in the Summer*.

In January 2023, *The Agenda* partnered with ROMA, the Rural Ontario Municipal Association, for its annual conference in downtown Toronto. Again, Jeyan Jeganathan hosted the conference activities and Steve Paikin moderated a discussion in front of a live audience that was later broadcast on *The Agenda*.

This year we introduced *TVO Today Live with Steve Paikin*, a six-times-a-year public affairs series examining the state of democracy in our province, our country, and the world. This has been an important addition to our roster of journalistic offerings, particularly as we reach into communities to discuss the matters that are important to Ontarians (more on this in the *TVO in the Community* section).

Articles and Analysis

This year was full of firsts as we continue to bring the most innovative content to our audiences.

Here are some highlights:

- In May and June 2022, TVO Today provided complete coverage of the provincial election. The team published more than a dozen columns written by journalists with wide-ranging expertise and backgrounds; first-person stories in which regular people explained what they needed from their government; daily podcasts which broke down news from the campaign trail; daily roundups with up-to-the-minute news; and YouTube videos explaining complicated topics. All of this was supported by in-depth discussions aired on *The Agenda* and published on TVO.org. Then, on election night, TVO Today undertook its most ambitious results coverage ever – pairing a new digital display with our typical comprehensive television and digital coverage.

- Our Ontario Hubs team moved in a new direction this year with the introduction of new beats, covering affordability and diversity:
 - With 2022 marking one of the most challenging economic years on recent record for Ontarians, the affordability beat touched on issues that affect Ontarians throughout the province, discussing inflation and interest rates and the high cost of rent. Starting in November 2022, we began *Recession Road*, a series of heavily reported long-form features on affordability issues in cities such as Sudbury, Windsor, Toronto, and Ottawa. The result was a cross-platform approach to digital storytelling that included feature articles, digital videos, television appearances, and podcast episodes – an old-school approach to journalism blended with modern storytelling techniques.
 - The diversity beat zeroed in on stories and issues that are underserved by most media outlets. We are committed to identifying stories from across the province that speak to what diversity and inclusion means to Ontarians. This included topics such as creating a province-wide anti-hate strategy, expanding the lens on gender, and examining how the value of multiculturalism is changing around the world.
- Over the summer months, we launched *Ontario's Unofficial Official Animal* series. It stimulated some fierce campaigning and cajoling on social media as our audience got quite animated about which animal should win the right to be Ontario's unofficial official animal (the snapping turtle defeated the common loon in the final round of voting).
- In September 2022, building on our partnership with the Council of the Great Lakes Region, we took a closer look at the critical role that the lakes play in supporting Ontario's economy, people, and natural spaces. We published a series of online articles and ran a 'Great Lakes face-off' where voters weighed in on their favourite Great Lake (it's Superior!). Our coverage culminated in the three-part TVO Original documentary series, *Great Lakes Untamed*.
- In the fall of 2022, we launched the civics and municipal election project in advance of the October municipal elections in Ontario. We published feature stories, columns, podcasts, and interviews that explored both province-wide trends and intensely local concerns, including interviews with mayoral candidates in key races, such as in Hamilton and Thunder Bay. Our content included interviews with experts on campaign finances, digestible videos offering a crash-course in local civics, and stories about municipalities trying new things to increase voter engagement.

Digital Video

Digital at TVO is undergoing a vast transformation as we evolve to meet our audiences where they are on YouTube and various social media channels, while continuing to create informative content that meets TVO's high-quality standards.

Throughout 2022-23, we have been developing, directing, shooting, editing, and co-producing dynamic new current affairs and teens & tweens digital content:

- **Know Brainers**

Know Brainers launched on YouTube in October 2022. Featuring full episodes and video shorts, it is a highly optimized digital series focusing on informative educational content for our tween/teen audience that aims to inspire, engage, and entertain. *Know Brainers* “answers questions you didn’t ask” and follows trends in both horizontal and vertical shorts formats for YouTube and Instagram. New episodes are released every other week.

With 14 episodes and 57 YouTube shorts to date, *Know Brainers* has made a huge impact in a short amount of time, receiving a total of 1.56 million views, 97,000 hours of watch time, and 1,200 subscribers.

- **Nerds on Politics**

As Ontarians headed to the polls for the Ontario provincial election in June 2022, we launched *Nerds on Politics*, a digital short series that provided a deep dive on civic-themed Ontario politics with a focus on questions raised by our viewers. Playful and informative, it quickly became a go-to resource for our politically engaged audience, delivering candid interviews and a deeper understanding of how politics touches our day-to-day lives.

- **The Thread with Nam Kiwanuka (Season 2)**

Through the eyes of real, lived experience and with the help of artificial intelligence data, this series invites Ontarians to explore their most relevant and compelling issue with us. Now in its second season, this ambitious multi-platform project breaks with tradition by creating a place of experimentation and innovation – where we look for new ways of engaging the people of Ontario (and beyond) in a search for true connection and understanding. With its motto “this isn’t a show, it’s a conversation,” *The Thread* takes place on Instagram, YouTube, and broadcast. A new topic is explored each month, nine months of the year.

The Thread’s goal is to be an innovative leader in the content creation space – not just here at TVO, but across the digital media landscape.

Podcasts

Podcasts are a powerful and intimate medium for TVO’s unique brand of journalism and storytelling. Our content just keeps getting better, and our audiences are here for it.

On Docs: Returning for another season, the podcast dives into documentaries and the stories they tell, introducing listeners to filmmakers who give fascinating takes on people, perspectives, and what it means to be human. This year we brought in Nam Kiwanuka as a co-host to join Colin Ellis, elevating the energy and engagement. We also celebrated our 100th episode with Jane Jankovic, our long-standing Executive Producer of Documentaries who marked her retirement in 2022 – fittingly, with a wide-ranging conversation about the documentary genre.

#onpoli: Our flagship politics podcast continues to engage audiences with its special brand of nerdy and engaging weekly coverage of the goings-on in Ontario politics. Hosts Steve Paikin and John Michael McGrath continue to be crowd favourites, with their encyclopedic knowledge of everything provincial politics. Along with their candid interviews with politicians and policymakers, Paikin and McGrath are helping to build a deeper understanding of how politics touches our day-to-day lives.

This Being Human: In its second season this year, this podcast is produced in partnership with the Aga Khan Museum. In every episode, listeners tune in for insights about Muslim art, culture,

history, and society – exploring a range of fascinating topics from prayer and pilgrimage to politics and pop culture, love and education, feminism, film, sports, music, and so much more.

Screen Time: Launched in April 2022 and produced in partnership with Antica Productions, this podcast explores the rapidly evolving relationship between kids and technology – social media, iPads, and the metaverse. Co-hosts Taylor Owen (founding director for the Centre for Media, Technology and Democracy) and tech journalist Nicole Edwards talk to parents and kids who are navigating the digital world, and the researchers and policymakers who can help us make sense of its impact.

The Art of Sovereignty: Produced and hosted in house, this Indigenous-led podcast series highlights the work of eight Indigenous artists, examining the connections between their art, their sovereignty, and Canadian history. *The Art of Sovereignty* was nominated by the prestigious Digital Publishing Awards in the category of Best Podcast: Arts, Culture, and Society.

TVO Documentaries

Our documentaries represent TVO at its best. They are long-form pieces of journalism that examine key issues relevant to Ontarians through the perspective of those directly affected. By telling compelling stories about our province, our country, and our place in the world, viewers can explore and enjoy a variety of social, political, cultural, and current affairs issues from diverse viewpoints.

Our TVO Original documentaries covered a variety of themes and engaged more Ontarians than ever. TVO Originals that premiered in 2022-23 include:

- *Beautiful Scars*
- *Category: Woman*
- *Crossroads: Beyond Boom & Bust*
- *First to Stand: The Cases and Causes of Irwin Cotler*
- *Great Lakes Untamed* (series)
- *The Long Weekend*
- *The Perfect Story*
- *TRIPPING The Bruce*
- *Truth & Lies* (series)
- *Viral News*

Recognition and Awards

This year, we received many accolades for our content – award nominations, audience favourites, and wins alike.

<i>Beautiful Scars</i>	Canadian Screen Awards Nominee, Best Biography or Arts Documentary Program/Series Nominee, Best Direction in a Documentary Program Nominee, Best Picture Editing in a Documentary Program
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	Hot Docs Top 20 Audience Pick (#4)
<i>Big Fight in Little Chinatown</i>	Montreal International Documentary Festival People's Choice Award and Women Inmate Jury Award
<i>Captive</i>	Banff Rockie Awards 2022 Rogers Prize for Excellence in Canadian Content
<i>Category: Woman</i>	Hot Docs Top 20 Audience Pick (#13)
<i>Employable Me</i>	Banff Rockie Awards Best Lifestyle
<i>The Perfect Story</i>	Calgary Film Festival DGC Best Canadian Documentary Feature Grand Jury Prize

Also noteworthy and a nod to our excellent content:

- Columnist Drew Hayden Taylor and editor Nathaniel Basen were nominated for Best Column by the 2023 Digital Publishing Awards, an organization that champions the highest standards of excellence in journalism.
- Nam Kiwanuka was named Central Regional Finalist for Best Opinion Writing by the RTDNA Awards who offer a forum for open discussion, educational information, and action in the news industry.
- Journalist Sarah Trick and educator Alanna King were awarded the Michener-Richard O'Hagan educational fellowship for creating a new style guide that includes in-classroom educational components and is designed to help journalists cover disability issues.

TVO Arts

Launched in January 2022, TVO Arts connects Canadians with art through the lens of today's world. The project reframes our understanding of art through animated explainer-style videos, engaging articles, interactive experiences, and educator guides that reflect the Ontario curriculum to support art interpretation. The videos are also available for stand-alone viewing on the TVO YouTube channel and website.

We are delighted that our inaugural season received YMA Excellence Awards nominations in two categories: *Short Form Series* and *Interactive Experiences*. Building on the success of its first season, we look forward to tackling themes of wonder and imagination in Season 2 with a new slate of artists and a dynamic new art direction.

TVOkids

With an ongoing commitment to quality and diversity, our award-winning TVOkids programming gets Ontario kids ready for school and life. Our 80+ programs and 130+ interactive digital games are advertising-free and support the Ontario curriculum.

Developed for learners from kindergarten to Grade 5, our content is built in collaboration with subject matter experts and educational consultants to ensure specific educational objectives are met. Our multiplatform approach ensures young learners can benefit from TVOkids anywhere, any time.

New TVOkids Programs Added in 2022-2023		
TVO Originals	<i>Sunny's Quest</i>	<i>Curious Crafting</i>
	<i>Momolu and Friends</i>	<i>Five Ingredient Challenge</i>
	<i>All-Round Champion Season 5</i>	<i>Leo's Pollinators</i>
	<i>16 Hudson Season 3</i>	
Selected Acquisitions	<i>JoJo and Gran Gran</i>	<i>Elinor Wonders Why?</i>
	<i>Clifford</i>	<i>Run Jump Play!</i>
	<i>Rosie's Rules</i>	<i>Ainara's Bookshelf</i>

As a trusted children's media brand, TVOkids is a leader in the kind of children's programming that is inclusive and consultative and shows a variety of lived experiences. Some examples include:

- *Sunny's Quest* was commissioned for a second season and continued to showcase the lives of Black kids from across Canada.
- *16 Hudson* (Season 4) headed into production with TVOkids' first non-binary character, JJ who moves into the building at 16 Hudson.

We also continued to place importance on STEM-focused programming. Introducing science, math, engineering, and technology to our audience helps Ontario kids navigate an increasingly complex world.

- *Mia & Codie* is an animated pre-school series that introduces kids to coding principles and themes.
- *Secrets of the Forest* started production and will introduce Ontario kids to a variety of natural science subjects and themes including conservation, all taking place in beautiful forests across the country.

This year we developed multiple programs that feature characters with a variety of different abilities. *Griffin & Turner* is a family comedy about brothers, one of whom has Down Syndrome. *Billy and the Boingo Band* features a lovable musical band of monsters some of whom have limb differences and sensory issues.

In 2022-23, TVOkids also premiered a variety of arts and literacy themed programming including *Curious Crafting*, *Five Ingredient Challenge*, *Momolu and Friends*, and *Polkaroo Reads*. All these TVOkids Originals help support a variety of curriculum areas for our young audience. For our kids aged 6 to 9, we highlight good sportsmanship and teamwork in *All-Round Champion* and explore the importance of pollinators to our eco-system with *Leo's Pollinators*.

Digital Channel Highlights for 2022-2023

TVOKids continues to move towards a digital-first business model while still programming a robust broadcast offering. After the successful launch of the TVOKids Smart TV app in the previous year, a strategy was implemented to increase user activity & engagement by focusing on three main areas:

1. Offering a comprehensive one-stop-shop experience for users by making the full catalogue of TVOKids programs available online for audiences to watch ad-free anytime
2. Creating dynamic environments for users through curated playlists and exciting visuals to promote new series
3. Spreading awareness about the TVOKids App (including ad-campaigns on YouTube, social, and broadcast)

The Smart TV app has become an integral part of the TVOKids digital ecosystem. It lives harmoniously with the TVOKids YouTube channels and the TVOKids.com website, all of which operate in tandem to create similar-but-distinct experiences for the TVOKids audience no matter which platform audiences choose to navigate.

To date, the TVOKids app boasts over 76,000 downloads across all available platforms, with 84% of the installations occurring on Roku devices. User activity has doubled since launching the ad-campaigns, increasing from a previous weekly-average of around 50,000 user-led events to more than 100,000 per week.

We also continue to launch all our programming simultaneously on our YouTube channels where subscriptions are increasing year over year. As of this writing, the TVOKids YouTube channel has 219,000 subscriptions and the TVOKids Paw Patrol YouTube channel has more than 345,000 subscriptions. Our channels offer the full range of TVOKids programming as well as curated playlists to match special dates, holidays, and cultural celebrations.

Some examples are as follows:

- **Black History Month:** We launched three distinct playlists for Black History Month: *Xavier Riddle & The Secret Museum* inspired the audience with real-life stories about important Black historical figures; *My World Kitchen* showcased recipes from around the world; and our general curated playlist highlighted shows that celebrate and inform kids about Black stories & culture, including TVOKids Original Series *Sunny's Quest*, *It's My Party*, and *My Home My Life*.
- **Earth Day:** Our Earth Day playlists consisted of shows that celebrate the environmental movement and help kids discover real ways they can take care of the planet. Some of the series we showcased include the TVOKids Originals *Leo's Fish Heads* and *Leo's Pollinators*, *Zamzoom's Animal Adventures*, *Go Green with The Grimwades*, and the ever-popular *Wild Kratts*. We also highlighted digital shorts from the *Create* series, featuring plant-based and DIY upcycling arts & crafts projects for kids to do at home in celebration of Earth Day.
- **Pride Month:** We featured episodes from several shows that touch on Pride-related themes, such as families in same-sex marriages, two-spiritedness, and the history of the Pride movement. This playlist contained content from series like *Arthur*, *16 Hudson*, *It's My Party*, and *This Is My Family*.

- **Camping Fun:** In addition to celebrating annual holidays and days of significance, we also launched playlists that were just for fun. Our camping playlist is an example of one that was launched during summer, inspiring kids to explore the great outdoors with episodes from such series as *Abby Hatcher*, *Floogals*, *Wolf Joe*, and *Hero Elementary*.
- **Picnic Fun:** Our Picnic Playlist is another example of a thematic playlist that we launched for Labour Day, encouraging kids and their families to spend the long weekend together by doing something fun. Episodes from series such as *Arthur*, *Dino Dana*, *Big Words Small Stories*, and *Bitz & Bob* were all featured.

Awards

TVOkids continues to be a recognized leader in children's programming, garnering several noteworthy awards from the film and media industries:

2023 Canadian Screen Awards	
Best Pre-School Program or Series	<i>PAW Patrol</i>
Best Direction and Best Sound, Animation	<i>PAW Patrol</i> ("Rescue Knights: Quest for the Dragon's Tooth")
Best Children's or Youth Non-Fiction Program or Series	<i>All-Round Champion</i>
Best Original Music, Animation	<i>Let's Go Luna!</i> ("Dig it Daddy-O")
Best Picture Editing, Children's or Youth	<i>All-Round Champion</i> ("Hockey")
Best Children's or Youth Non-Fiction Program or Series	<i>All-Round Champion</i>
Kidscreen Awards	
Best Original Web/App Series	<i>Miikshi</i>
Youth Media Alliance Awards	
Best Program, Live Action Non-Scripted (Ages 9+)	<i>Know Brainers</i>
Best Program, Live Action Non-Scripted (Ages 6 – 9)	<i>My Home, My Life!</i>
Best Program, Short-Form Content (Ages 6+)	<i>Run Jump Play</i>
Outstanding Youth Performer or Ensemble	<i>All-Round Champion</i> cast
Grand Prize	<i>All-Round Champion</i> (produced by marbledmedia; aired on TVO)

Other Broadcast Highlights for 2022-23

- On June 21, to celebrate National Indigenous People's Day, TVOkids featured special programming on broadcast over the course of the day. Highlights included a special of the TVOkids Original show *Wolf Joe* about Summer Solstice, three all-new episodes of TVOkids Original *Raven's Quest* and two new acquired series, *Legendary Myths: Raven's Adventures* and *Seven Sacred Laws*.
- On Christmas Day, TVOkids featured a special programming block for the entire day. It all kicked off with a *Paw Patrol* marathon of Season 9. The afternoon was dedicated to a special marathon of Christmas episodes from a host of our series including *Odd Squad*, *16 Hudson*, and *Wild Kratts*. It also premiered the brand-new Christmas special from *The Brilliant World of Tom Gates*.

- March Break 2023 spotlighted five mini-marathons in the afternoon to keep kids entertained and educated in the week off from school. The shows selected were some of the channel's strongest performers, including *Wild Kratts*, *Clifford*, *Rosie's Rules*, and *Odd Squad Mobile Unit*.
- *Ainara's Bookshelf*: The fun new kids' series *Ainara's Bookshelf* gives tween viewers the inside scoop on some of the best middle-grade books that feature diverse characters from diverse creators and provides exclusive interviews with several of their award-winning authors.
- *Run Jump Play*: Premiering online, *Run Jump Play* is an animated series about children with autism who find courage, friendship, and fun playing sports. This series showcases five heroes and their inspiring stories that bust myths, smash stereotypes, and celebrate people with autism.

TVO Learn

TVO Learn brings together educational games, activities, and learning resources that support students, educators, and families alike. Designed by Ontario educators, these digital resources are aligned with Ontario K-12 curriculum and are free for all Ontarians. TVO Learn is all about meeting each student where they are on their learning journey.

For our youngest learners, learning activities align with the Ontario Kindergarten program and support well-being in the early stages of childhood development. For students in Grades 1 to 8, learning resources can be used on their own or as a supplement to existing learning at school, online, or at home. And for our high school students, they can access not-for-credit courses that allow them to maximize their studies.

TVO was pleased to add new content in 2022-23, including new course materials for Grades 1 to 8 science and technology and Grade 9 math.

In 2022-23, TVO Learn had 7.9 million pageviews to the site, more than doubling last year's target of 3.6 million pageviews.

TVO Learn Mathify

TVO Learn Mathify is a great option for students needing one-on-one math support provided by an Ontario Certified Teacher in a personalized chat session – whether it's helping with homework, prepping for a math test, getting clarity on math concepts, or even visually sketching out math problems using a virtual white board. Whatever the need, it's free and in real-time, and accessible from any digital device.

Previously available to students in Grades 4 to 11, TVO Learn Mathify was expanded in 2022-23 to include Grade 12 to reach even more learners.

In 2022-23, TVO Learn Mathify hosted nearly 170,000 chat sessions with over 50,000 registered student accounts.

TVO Learn mPower

TVO Learn mPower offers a suite of more than 65 online games that bridge math learning from school to home with fun, curriculum-aligned content that supports the development of

foundational K-6 math and STEM skills (science, technology, engineering, and mathematics). It's free to Ontario educators, students, and families – and provides proven learn-at-home math support.

The offering continually evolves to reflect changes to the math curriculum, as shown with the new coding components added to many of our games.

Since its inception, TVO Learn mPower has had 10+ million games played. This year alone, over 450,000 learners played nearly two million games.

Secondary Courses on TVO Learn

TVO Learn has continued to provide access to our TVO ILC course content to help students keep up with their studies and deepen their understanding through independent study. Students in Ontario can access over 140 courses developed by Ontario Certified Teachers, all of which include interactive media elements that make online learning interesting and understandable.

Education-linked Content

At TVO, we have a wealth of educational content at our fingertips. One of our objectives this year was to produce education-linked supplementary material for new video commissions. By linking our existing TVO content to the Ontario curriculum, we have been able to enhance the development of new learning resources while drawing even greater value from our intellectual property.

With a goal to have 75% of TVO content items education-linked by end of fiscal, we exceeded our target and achieved 79%, including 21 hours of video material and all articles from TVO Today being linked to educational resources. This endeavour has emphasized the quality and breadth of TVO content and has created a richer, more multi-faceted experience for our learners.

TVO ILC

As Canada's largest publicly funded online secondary school reaching students in over 95 countries, TVO ILC positively impacts the learning journeys of thousands of people by offering flexibility, affordability, and interactive resources that provide pathways to post-secondary admissions, trades, and career improvement.

Rooted in the Ontario curriculum, TVO ILC's secondary school courses exceed Ontario Ministry of Education requirements, offering our students an engaging and interactive learning experience that can be enjoyed anywhere, anytime. Bringing the best of digital learning and technology into a seamless learning experience, our courses have been enhanced with new curricula, improvements to the user experience, and enhancements to reflect diversity, equity, and inclusion. In 2022-23, TVO ILC registered more than 20,000 learners and released 38 new courses, including our 25 highest-enrolled courses and two brand new mathematics and science courses.

Part of TVO's mission is to engage diverse and underserved audiences and to develop relationships that support learners from Ontario's new immigrant, Indigenous, and racialized communities. TVO ILC plays a valuable role in this mission, helping to support the talent, economic growth, and rich diversity of Ontario.

TVO ILC was honoured this year to receive the Online Learning Consortium's award for *Excellence in Online and Blended Student Support* – a testament to our efforts in building equitable and high-quality digital high school courses.

TVO ILC continued to extend its reach to learners seeking prerequisite courses required for post-secondary admissions in Canada and around the world in 2022-23. We are recognized by EduCanada, the official Government of Canada website that provides information and supports for international students wanting to study in Canada. In international markets, our course offerings are an attractive option for international students who wish to pursue a Canadian high-school diploma or earn post-secondary admission requirements, and thanks to our world-class courses, the registration numbers continue to grow contributing to increased revenue. TVO ILC continued to generate revenue and grow our presence in international markets in 2022-23.

The excellence of TVO ILC's course offerings is supported by robust customer service. In a survey measuring customer service satisfaction in our registration, course enrolment and course experience, TVO ILC received a 75% positive rating from our students. While TVO ILC's customer service redesign is ahead of our original schedule, we continue to push for even better results in the spirit of continuous improvement.

Whatever the academic and learning goals might be, TVO ILC offers the support our learners need to continue their journey – whether it's earning their high school diploma, preparing for university/college admissions, or career accreditation.

TVO in the Community

One of our driving areas of focus at TVO is connecting with communities. By expanding our network of community partners, TVO is able to make an even greater impact in everything we do, enabling us to reflect the rich diversity of Ontario – both externally with our award-winning content, and internally with our recruitment efforts and commitment to building a culture of inclusion.

On the journalism side, we continue trusted partnerships with a number of organizations:

- TVO has been a sponsor and awards presenter at ImagineNATIVE, the world's largest presenter of Indigenous screen content, and has often been asked to participate in juried competitions and broadcaster outreach events.
- TVO is a corporate sponsor of the Reelworld Festival, a non-profit film festival and the largest national organization dedicated to drawing attention to racially diverse and Indigenous talent in Canada's screen-based industries.
- Other partnerships that help to expand our reach and provide a space for diverse and underrepresented storytellers: Informed Opinions, Journalists for Human Rights, Aga Khan, Investigative Journalism Bureau (University of Toronto), Council of the Great Lakes Region, Association of Municipalities of Ontario, Rural Ontario Municipalities Association, the Dalla Lana School of Public Health at the University of Toronto, and the Toronto Board of Trade.

TVO has also made exciting inroads with new communities and organizations this year:

[TVO Today Live with Steve Paikin](#)

Sponsored by the Wilson Foundation, *TVO Today Live with Steve Paikin* is a new live-event series launched this year and its success has been unequivocal. Events are held in communities across the province and feature conversations with community leaders, experts, and renowned public figures. This six-times-a-year public affairs series examines the state of democracy in our province, our country, and the world at a time of rising intolerance for long-held civic values such as: freedom of speech, individual rights, and a civil discourse.

To encourage participation and to reflect TVO's public service mandate, *TVO Today Live* is open-access, and attendance at live events is free (first come, first served). As well, all content is available on TVO's digital and broadcast channels and education platforms.

In June 2022, *TVO Today Live* kicked off with an examination of the state of democracy in Ontario. The inaugural discussion featured five former Ontario premiers: David Peterson, Bob Rae, Ernie Eves, Dalton McGuinty, and Kathleen Wynne.

TVO Today Live also hosted journalist Bob Woodward in January 2023, for a discussion on his book, "The Trump Tapes." As of May 1, 2023, the interview has had two million views on YouTube.

In 2022-23, *TVO Today Live* events were held located in community hubs such as public libraries, art galleries, and centres for innovation in Toronto, Kitchener, and Windsor.

[TVO Digital Learning Outreach](#)

Our outreach efforts prioritize establishing meaningful relationships with educational and community organizations. It begins with listening and learning about a community's strengths, skillsets, and next steps for growth. From there, a collaboration is built where all participants co-construct a learning session that will best leverage TVO digital learning resources to reflect and support the identities, lived experiences, and areas for development of the communities they serve.

We continue to be successful in our partnerships with school boards, school authorities, educational conferences (such as the United for Literacy Conference), as well as colleges and universities across the province.

We have also made good inroads this year with several community organizations that provide supports for underserved populations. TVO has connected with The Windsor Women Working with Immigrant Women, The Canadian Centre for Victims of Torture, and the Ontario Council of Agencies Serving Immigrants, among many others. In some cases, our partnerships respond to an emerging need, as with Newcomer Centre of Peel, an in-person educational forum for newcomer families. The event was held outdoors and in-person, with about 250 families in attendance – including many Ukrainian newcomers in attendance with translators.

TVO has teamed up with Black Creek Community Health Centre as a collaborating partner in the delivery of the *Learning Through Adversity* program. The program is a restorative justice and educational program designed to facilitate youth from the Jane/Finch community in Toronto to achieve academic success while navigating the nuances of community violence and systemic

oppression. The program utilizes culturally appropriate approaches to wrap-around supports, with a focus on youth that identify as Black, Indigenous, and people of colour.

We also held TVO Day at the Kitchener Public Library – a day of activities, fun and learning at Kitchener's central library location. Library customers and the public took part in meet-and-greets with TVO's beloved mascot, Polkaroo, as well as an information session about TVO Learn digital resources for kindergarten to Grade 12. Local podcasters also had an opportunity to build helpful optimization skills in a free workshop.

Since September 2022, TVO has led over 1,200 outreach sessions, building capacity on how to use TVO digital learning resources such as TVO Learn Mathify and TVO Learn mPower – so that learners, educators, and families can add to their existing toolkits and help to improve academic outcomes.

Increasing Recruitment Outreach

At TVO, we believe in creating a diverse and inclusive workforce. To achieve this goal, part of our recruitment outreach strategy is to partner with a variety of other social-impact organizations; in doing so, we can create meaningful relationships and open doors for diverse communities to access our available positions.

For example, we have connected with organizations that strive to eliminate barriers to employment such as Mums at Work who help mothers both in the workforce and those coming back after a career break, and Career Edge who connects Canadian employers with job seekers through a paid internship model that effectively lays the foundation for Canada's future workforce.

We have also partnered with Indigenous Links Careers who are devoted to developing connections to Indigenous people and communities across Canada. TVO is part of their highly specialized employment portal that is dedicated to assisting Indigenous job seekers in researching and acquiring opportunities to develop their careers.

Additionally, we are creating opportunities with New Beginnings Support Program, a charitable agency that helps restructure the lives of low-income and underserved women. Their holistic program serves a diverse population including those who identify as a BIPOC, refugee, or have aged out of the foster care system.

These are just a few of the recruitment partnerships that help to connect skilled newcomers, recent graduates, people with disabilities, and veterans in Canada to our jobs. In addition, by partnering with government-funded agencies that help newcomers land their first job in Canada, such as Access Employment, New Immigrant Jobs, and Charity Village, we can help make their goals a reality while working towards our own focus of creating a diverse and inclusive workforce at TVO.

Internships: Running in parallel to our recruitment efforts, we offer internships to help post-secondary students gain early experience and exposure in their chosen field of study in the workplace. Following the rules set out in the Ontario's Employment Standards Act for educational internships, TVO welcomed enthusiastic interns this year from Humber College and Toronto Metropolitan University, who gained valuable experience on our People & Culture, Data & Analytics, and journalism teams. The latter is an editorial intern program with *The Agenda with Steve Paikin*, which we have run ever since its first season. It is a highly sought-after

program, and this year we welcomed five interns who each spent six weeks learning the ropes of how a daily program gets to air.

Over the years, these internships have supported dozens of promising young students to get the hands-on experience early in their careers.

Black Student Summer Leadership Program: TVO was pleased to participate for the second time in the Black Student Summer Leadership Program (BSSLP), an initiative led by the Toronto District School Board's Centre of Excellence for Black Student Achievement (CESBA). The program connects students who self-identify as African, Afro-Caribbean and/or Black with organizations who provide experiential learning opportunities.

Over the summer, TVO welcomed six TDSB students for five weeks of workshops, hands-on assignments, mentorships, and networking. All six students were able to learn about current and emerging career pathways, as well as the applicability of a range of classroom learning in a modern workplace environment. TVO's unique position at the intersection of education, media, and technology made it possible for BSSLP students to discover a variety of exciting professional disciplines.

By inviting these promising future leaders into TVO's diverse workplace environment and connecting them with dedicated mentors, we are facilitating crucial connections and expanding networks that can inspire and support the first steps these students take in their professional lives.

[National Basketball Association](#)

This year, TVO entered into an exciting new multi-year collaboration with the National Basketball Association (NBA), a globally recognized and trusted brand. The NBA is committed to effecting positive change in communities by supporting and partnering with organizations that serve our youth in a variety of ways, including through education. And they have a special commitment to historically underserved and diverse communities.

Through this collaboration, the NBA and TVO will create basketball-themed online learning resources and dynamic, co-branded content designed to engage and educate students in Ontario, including under-resourced and diverse communities, from kindergarten to Grade 12.

The collaboration will include content and resources featuring multiple pillars of both brands, including TVOkids, TVO Learn, TVO ILC, TVO Today, NBA, WNBA, and Jr. NBA, and will focus on the organizations' shared values of teamwork, respect, integrity, inclusion, and leadership.

This partnership allows us to leverage each other's strengths and amplify our collective impact through purpose and service to our communities – the NBA through sports and leadership and TVO through media and education.

[Association of Municipalities of Ontario](#)

The annual conference of the Association of Municipalities of Ontario (AMO) is likely the most influential policy and political conference in the province, attracting nearly 2,000 mayors, municipal councillors, senior government officials, and policy experts from across the province. Virtually the entire Ontario Cabinet attends.

TVO has been building a partnership with AMO for several years and has become an integral part of conference, hosting and facilitating sessions, introducing guests, and generally keeping things on track.

This year, TVO's CEO Jeffrey Orridge was honoured with an invitation to speak to the conference (one of the very few podium speakers who is not a government or political leader).

The conference was a great opportunity to present TVO to municipal and provincial government leaders from across the province and a unique chance to establish and build relationships.

Our People

TVO's People & Culture strategy is centred on creating a high-performing, adaptable, forward-thinking learning organization by putting people first, encouraging diversity of thought, and promoting a focus on key strategic objectives.

Key initiatives include:

- Refining our hybrid model of work to ensure that it creates a level of connectivity for employee groups while retaining a level of flexibility for remote work
- Increasing our recruitment resources and outreach efforts to diversify our candidate pool
- Launching a new employee and leadership development program to upgrade skillsets to ensure that we are able to deliver on our mandate; and
- Implementing a Diversity, Equity, and Inclusion action plan designed to support an environment where people feel they belong and where all voices are valued and heard

Shift to Hybrid and In-person Engagement

The past year at TVO was marked by a successful shift to a hybrid model of work, which includes a flexible combination of working from home and working at the office. Key to this success has been an evolution in the ways we communicate with our employees – taking into consideration how we connected with each other in the past and how we want to improve on that by experimenting and taking chances with new ideas.

While we still rely on using Teams for online meetings, there is a noticeable increase in positive energy that comes from being able to meet in person. In our hybrid model, we have also been able to bring back more in-person gatherings, including:

- **Town halls:** These gatherings bring all employees together in person to learn about the latest strategic updates. For example, the first Town Hall of 2023 was an exciting, in-house kick-off to the new year to celebrate successes from 2022 and to create excitement and momentum about the direction we're headed.
- **Lunch & learns with our CEO:** These are themed conversations in which our CEO pairs up with another leader or subject matter expert to chat about the latest initiative or project. Past conversations have included topics such as the 'behind the scenes' of our TVO Today website refresh and getting a sneak peek at the new brand rollout.

- **Coffee chats:** We host monthly chats with our CEO and COO in a casual, small-group format. It is an opportunity for employees to get face time with our executives, ask questions, and meet their colleagues from other parts of the organization.
- **Recognition gatherings:** We celebrate our employees with two key events during the year: the Spotlight Awards, where we cheerlead the accomplishments of our colleagues, and the Service Awards, where we recognize the milestone years of service of our fellow employees. Over the past year, we have gathered employees to celebrate in person again, which have been spirited, wonderful events for everyone involved.
- **Committees, clubs, and other initiatives:** TVO employees have initiated many ways for our people to get involved and stay connected with each other. Our monthly book club, a bi-weekly games lunch hour, walking Wednesdays, mindfulness sessions, and our screening series are just a few examples of some of the creative and engaging activities that have been launched since the shift to a hybrid model.

Knowing how much the COVID pandemic has affected everyone's lives and its impact on mental health and wellness, these gatherings and initiatives are especially important in supporting the overall well-being of our employees, in creating a positive atmosphere together, and in operating effectively as an organization.

Learning Highlights

With TVO's purpose to inspire learning that changes lives and enriches communities, it makes sense that learning is paramount within the walls of our organization. Every employee commits to five days of learning, and this year we far surpassed that with over 20,500 hours of learning achieved. This works out to roughly eight days of learning per employee.

Learning comes in all forms: lunch & learns, wellness sessions led by employees, online sessions, or LinkedIn Learning. We have also been fortunate to hear from external speakers as part of our learning to expand our perspectives. For example, we held an informative session with Brandi Morin, Indigenous journalist, in honour of National Day for Truth and Reconciliation.

As we strive to create a high-performing, adaptable, equitable, forward-thinking learning organization, this year saw the launch of the Employee and Leadership Development Program. The program was developed so we can continue investing in employees' and leaders' growth in areas such as learning about foundational business elements, building up one's own toolkit, and developing one's leadership capabilities.

By living our shared values and creating opportunities for personal and professional development, TVO employees have the tools to be our best potential selves and achieve our strategic directions.

Diversity, Equity, and Inclusion (DE&I)

Diversity, Equity, and Inclusion (DE&I) is a cornerstone of how we work at TVO. We have created a DE&I three-year action plan that is designed to support an environment where people feel they belong, where all voices are valued and heard, and where everyone can take part in this journey.

This past year has been about building momentum. We have created multiple opportunities to generate excitement, interest, and enthusiasm for people to join in and add their voice.

In our action plan, we have focused on three main pillars, with the following outcomes this year:

Content: We strive to have our content reflect the diversity of the province. Having audited the existing scope of media and education content through a DE&I lens, we have established KPIs to measure progress on our content and target opportunities for growth. We have also reviewed internal practices, processes, and policies to ensure they are appropriately written with diversity, equity, and inclusion in mind.

Workplace culture: At TVO, we seek to create a community of belonging and psychological safety. A big part of this initiative is our DE&I volunteer base that continues to grow; they act as our ambassadors to help generate participation and create safe spaces so that all employees feel they can be a part of our ongoing DE&I conversations. In addition, our leadership and employee development offerings leverage a diversity of perspectives and voices.

Workforce: Our goal is to continue to grow our workforce so that it is representative of the rich diversity of Ontario and is reflective of a wide range of lived experiences and perspectives. To do this, we track and monitor the diversity representation of our recruitment talent pipeline and workforce so we can understand where we are compared to Ontario's population. We continue to connect and build community and educational relationships with our recruitment outreach efforts. We also support the growth and development of students across Ontario through our Young Professional Development Program (including internships).

Our action plan for the next two years will build on these outcomes in an effort to create the kind of culture where our employees feel they can bring their whole selves and be successful at TVO.

Recognition

TVO is proud to have been recognized, for the fourth time, as a Greater Toronto Top Employer. This recognition for 2023 is a testament to who we are as an organization. The evaluation criteria that we fulfill are just some of the key elements that make TVO such a great place to work, such as employee benefits, skills development, employee communications, and physical workplace.

The competition, run by MediaCorp Canada Inc., honours organizations that set the standard for workplace best practices and forward-thinking policies. One of the main areas of focus in the competition this year was the “new world of hybrid” – and we have worked hard to make the transition to hybrid a smooth one, discovering new ways of communicating and collaborating in order to maximize our positive impact on the lives and communities we serve.

MediaCorp Canada also recognized TVO as a Canada's Best Employer for Recent Graduates for the second time – and applauded us in particular for our internship and co-op opportunities, benefits, formal training programs, and career planning. As a result, TVO was selected for their 2023 Career Directory, a wonderful resource that helps students and new graduates find jobs that make the most of their university degree or college diploma.

Performance & Financial Summary

Accountability

TVO follows all applicable legislation, regulations, directives, and policies, including those Agency Directives issued by Management Board of Cabinet and the Treasury Board Secretariat.

- We prioritize transparency and accountability in our reporting: our financial statements and annual reports are posted on our website, along with Minister's Letters of Direction, TVO's policies and standards, and our expense disclosures.
- TVO has a robust risk management framework in place including a quarterly risk assessment of revenue and project spending risks. In addition, risk mitigation action plans and ongoing controls have been implemented for all appropriate risks. TVO aligns with the Enterprise Risk Management Directive, the Risk-Based Approach and Risk Reporting Under the Agencies and Appointments Directive, and the OPS Enterprise Risk Management Framework provided by the Management Board of Cabinet and the Treasury Board Secretariat.
- TVO complies with all applicable direction related to supply chain centralization, accounting practices, and realty management.
- TVO follows legislated requirements and best practices with regards to data, privacy, and cyber security. Our commitment lies in protecting the confidentiality, integrity, and availability of information. We comply with the Digital and Data Directive, which includes requirements for digital service design and delivery, and open data. We also have in place a Privacy Framework (internal and external Privacy Statements), along with robust cybersecurity controls that include a suite of powerful tools to ensure security measures, regular evaluation of our security protocols to stay ahead of evolving threats, and ongoing staff training to ensure good online habits.
- TVO complies with the Governance and Management of Information and Data Directive in how we maximize the value and use of government information by ensuring that information and data are managed as strategic enterprise assets.

Performance Measurements

The October 8, 2021 mandate letter from the Minister of Education set out priorities and expectations for TVO for the 2022-23 fiscal year in support of lifelong learning through quality, digital-first educational resources and programming.

In addition to Minister's letters, TVO implements a yearly process to set annual targets and measure performance. We start with our purpose, vision, and mission and then use the pillars outlined in our Strategic Directions to identify measurable objectives – known as Performance Contribution Objectives (PCOs) – for all areas of our operations. We set PCOs at the TVO-wide level, and then cascade them so that every employee can see how they contribute to the TVO goals. This approach ensures all employees are aligned and focused on established priorities that have a measurable impact on the success of TVO's business plan. PCO's are tracked on an ongoing basis, including a quarterly review with our senior leadership team and our board of directors. The progress and achievement of these PCO's are also a key part of TVO's compensation strategy.

In 2022-23, we successfully delivered on TVO's performance measurements. Achievements for the year included:

- Achieving a response rate of 86% of employees who agree and strongly agree that their work supports TVO's strategic plan and organizational success
- Producing education-linked supplementary material for 79% of our new video commissions (including Docs, Kids, and in-house), surpassing our goal of 75%
- Achieving 7.9 million pageviews for TVOLearn.com, far surpassing our target of 4.2 million
- Producing 38 unique pieces of content for Ontario Hubs per month (exceeding our target of 35 pieces per month)
- Know Brainers achieving 1.56 million views on YouTube, with 1,200 subscribers and 97,000 hours of watch time
- Increasing our audience composition of 25–45-year-olds on our four new in-house video series for TVO Today – with an aim for 53% and achieving 64%
- 100% of employees achieving five learning days
- TVO ILC winning the Ontario Learning Consortium's award for *Excellence in Online and Blended Student Support*
- Being formally recognized as a Greater Toronto Top Employer for 2023

TVO's Record of Financial Stewardship

As a public service agency, TVO is proud of our track record of prudent financial stewardship. Our funding is primarily from the Province of Ontario (80%). TVO is also a registered charity supported by sponsors and donors. As such, we place a high priority on responsible and intentional stewardship of donor and public funds with which we are entrusted.

Each year, TVO pursues self-generated revenues in addition to finding new savings to offset inflationary pressures. This financial sustainability has created the capacity for targeted investments that have allowed us to deliver on our 'digital first' strategy.

In an effort to identify further savings and create program sustainability, TVO has embraced new technology platforms to improve efficiency and effectiveness. This includes finance system improvements, upgrading for our philanthropy systems, support for our marketing, outreach and communications infrastructure, and investment in cloud infrastructure. An ongoing, significant innovation, designed to improve efficiency and productivity, is our digital media solutions project whereby we are implementing a new infrastructure to support our extensive content production and publication workflows.

Philanthropic Revenue

TVO was supported by more than 22,500 individual donors in 2022-23. Of those, 8,200 are monthly donors, whose contributions totalled more than \$1.6 million for the year.

The continued support of The Barry and Laurie Green Family Charitable Trust and Goldie Feldman has allowed us to sustain the Ontario Hubs project and integrate it as part of the fabric of our journalism.

We also received a generous gift from The Wilson Foundation, whose mission is to strengthen and enrich Canada in education leadership, community, history and heritage, and public service. Their gift allowed us to create an event series, *TVO Today Live*, that convenes important discussions on the future of democracy.

We are deeply grateful for the donors who have remembered TVO with a gift in their will, including The Estate of Harriet Irene Domnas (\$85,000) and The Estate of Rosamond Virginia Leach (over \$50,000). These gifts allow us to plan for the future of TVO.

TVO had another successful *#GivingTuesday* campaign on Tuesday, November 29, 2022. Over 1,200 donors came together to support TVO's journalism, helping us exceed our goal and raise over \$159,000. We extend our heartfelt thanks to The Wilson Foundation who matched donations up to \$150,000. Altogether, that's over \$309,000 raised in just 24 hours. Such extraordinary philanthropic support ensures that we can continue delivering high-quality current affairs that amplify diverse political perspectives and offer Ontarians facts with civility.

The 2023 TVO Calendar featuring landscapes and wildlife images from our documentaries was a huge success delighting donors across Ontario while raising over \$200,000 in support of TVO's mission to inspire learning that changes lives and enriches communities.

Self-generated Revenue

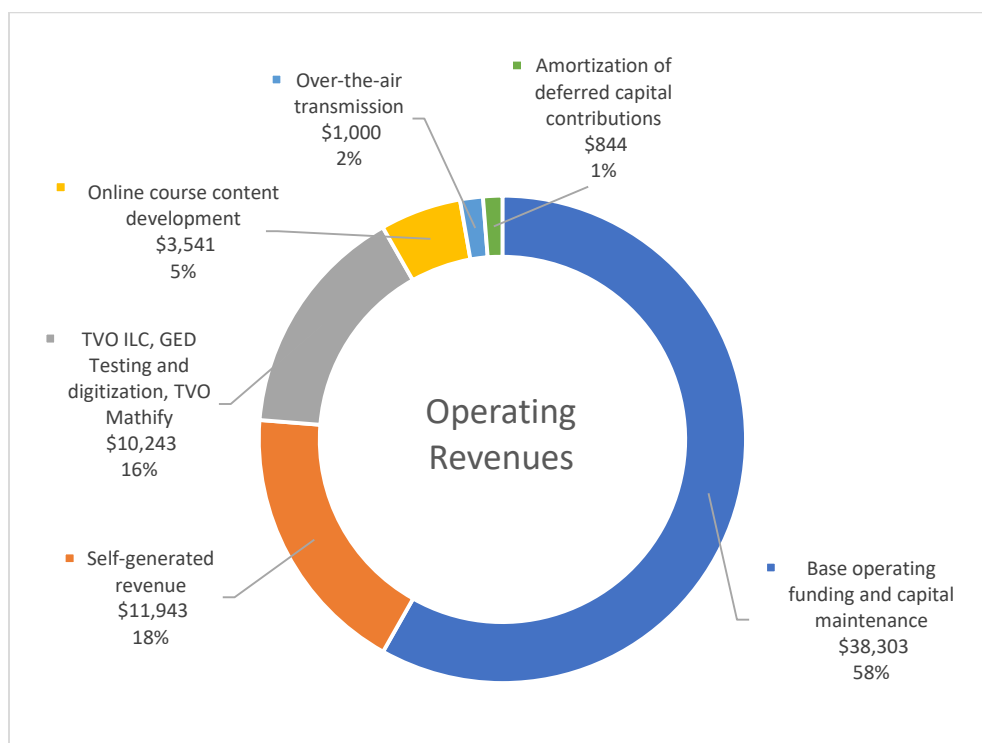
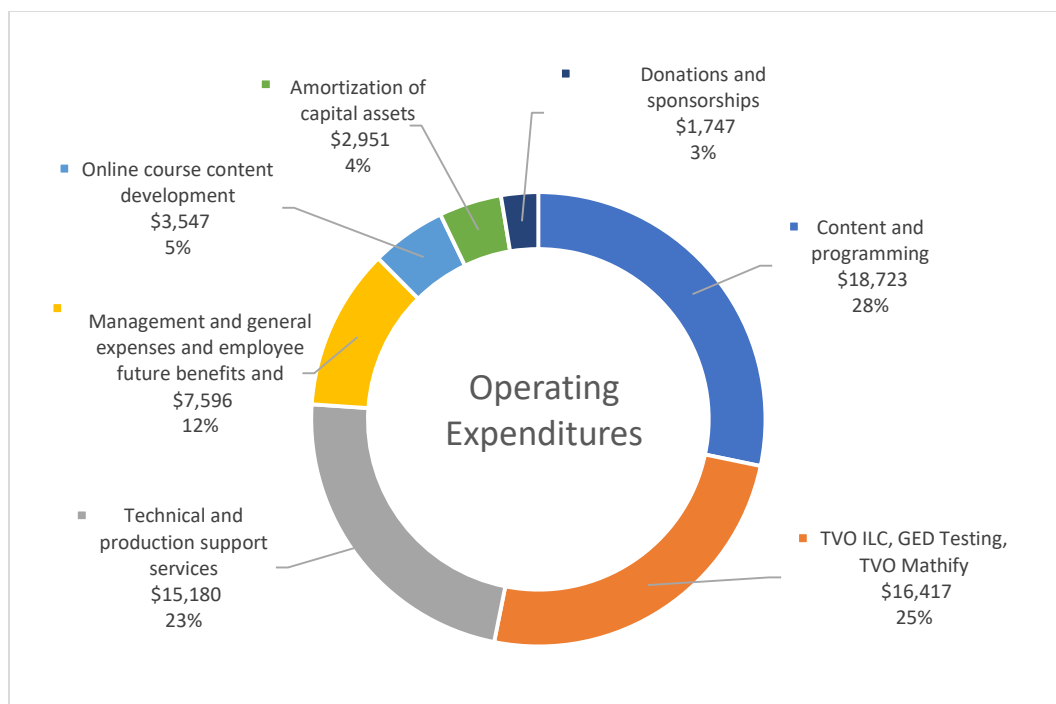
Raising self-generated revenue enables a virtuous cycle where funds raised outside of government are invested to support digital learning, content development initiatives, as well as current affairs journalism for the benefit of all Ontarians.

In addition to our revenue from government and the generous support of our donors and corporate sponsors, TVO also relies on self-generated revenues from TVO ILC. Building on the momentum of the previous year's success, TVO ILC continues to establish partnerships in net new markets, with the number of international affiliate students (i.e., those enrolling with ILC through our affiliate partners) increasing by 25%. As of March 31, 2023, 990 international students enrolled in over 2,000 TVO ILC courses.

Highlights from TVO's Audited Financial Statements

Adhering to financial and accounting best practices, TVO ensures that we operate within our available financial resources. Managing expenditures and improving our competitiveness are top priorities; to do this, our aim is to grow our revenue streams for reinvestment in TVO and focus resources to achieve financial sustainability.

This year's operating revenues reflect government operating grants and contracts, ILC course fees, and revenue from donations and sponsorships, as well as one-time gifts supporting initiatives such as our Ontario Hubs and *TVO Today Live with Steve Paikin*. Operating expenses show TVO's investment in strategic priorities such as our current affairs journalism, programming, and digital learning resources.



The information provided in this section are based on the 2022-23 audited financial statements. For the complete 2022-23 audited financial statements please click [here](#).

Celebrating our Donors

Each year, thousands of Ontarians donate to TVO. Every gift enables us to create impactful digital learning resources and quality current affairs journalism. TVO is incredibly grateful for every single member of our valued donor community.

Leadership Circle

Members of TVO's Leadership Circle donate \$1,000 or more – support that makes an impact and helps shape how Ontarians learn. We are honoured to recognize the following supporters who gave a philanthropic gift of \$1,000+ between April 1, 2022 and March 31, 2023.

\$100,000+		\$25,000 – \$99,000	
Goldie Feldman		The Barry & Laurie Green Family Charitable Trust	
\$15,000 – \$24,999			
Cornelis van de Graaff and Terence Clarkson Foundation Kathryn Kennedy Anonymous (2)			
\$5,000 – \$14,999			
Wendy & Robert Atkinson William E. Barnett Maureen Blair-Leighton Jackie Collings Nermine Elgammal John & Judith Grant Anne & Teunis Haalboom The William & Nona Heaslip Foundation The Norman & Margaret Jewison Charitable Foundation		Jill Kitchen The Tom and Ruth Kritsch Family Foundation Mona Levenstein Susan G. Levesque Nancy Leclerc Edward & Elizabeth Richardson Mary Warner The Norman & Mary Warner Fund Anonymous (1)	
\$1,000 – \$4,999			
Arowhon Pines Algonquin Park Maureen & Joseph Asselin Ravina Bains Robert & Dorothy Baragar Carol & Paul Barber Mrs. N. Marina Barnstijn Nestor & Simone Baryliuk Isabel Bassett, former Chair & CEO of TVOntario Margaret Bergamo Sunanda Bijoor Erika Biro Myrtle Blair Bryan Blenkin Sandra Boswell M. Carol Bowker Candace Brown Gwen Brown Phyllis & James Brown Family Fund Thomas Bunker	Joanne & Fred Groch Wolfgang Hagenhofer Lynn Hardy Diane Hayman Vic & Marion Hepburn David & Sandra Hersey Thomas Hickey April & Norbert Hoeller Margaret Hollingsworth David & Mariella Holmes Igal Holtzer Hughrairie Fund Larry Hum Susan Muir Peter Irwin Jackman Foundation Don Jackson Jennings Family Foundation Donald Jordan Dr. Elaine Keillor	W. Danial Newton Constance Nozzolillo Brian O'Malley Marianne Packer Judy Palmer Family Foundation Gerald Parowinchak Hazel Patterson John & Maire Percy John Phillips Robert Pihl Klaus Pohle Jo-Anne Poirier & Dave Darch Adrian Poplawski Charles Price Cecelia Quarrington Sarah Ragalyi Carol & Morton Rapp Elinor Ratcliffe, C.M., O.N.L., LLD (hc) Pamela Rennie	

Alice M. Burton Patti Burton Elizabeth Campbell Fund Dr. Connie Carter Foundation M. A. Catford Stephen Chan David Clark Christine Clement Barbara & Paul Clifford Gisele Cline Diana C. Coates Rebecca Cook Barb & Cody Cooper Edward Crighton Thomas Cromwell Jean M. Crowe Wendy & George Cuthbert Charlotte Danard & Don Plewes Graham Davies Chris Day Evelyn De Langley Bev & Jane Dekay Leslie Denier Jacklein Donor Advised Fund Janet Douglas Edith Faiers Susan Finlayson Ken Flood Forest City Storage John Foster John & Alda Futhey The Lewis Jackson & Dale Gardiner Fund David Geen Linda Gellner Zeena George Bruce D. Gill Roger Glazin Francis Glenn Risa Gluskin Suzanne Graham E. L. Gray Bill Gray Flow-Through Fund The Betty & Joe Gray Family Foundation Frank & Leigh Greaves The Greaves Foundation Andrew Green Lorne Griffith in memory of Mrs. Rachile Griffith	Ingrid Kennedy Audrey Kenney Diane King Carol Kirsh W.C. Kitchen Family Foundation Val Koziol John Laimite R & M Lang Foundation Leslie and Sandra Lawrence Janice Lawrence Beverley A. Leaman Donald H. Lee Michael P. Leo Louise Leonard Jocelyne Leyton-Matthews Geraldine Lloyd Tim Locke Lee K. Lockwood The Logan Family Foundation Stephanie Lu Patricia Macdonald Ann Mackenzie Maria Maingot-Douketis Kerry Marshall Patricia L. Maurer Robin P. McComb Elizabeth McDonald Nellie McDowell John McEwen Roy McGilvray K. McIntyre Ann & Roy McKenzie Bruce McKie – Tectran Mfg. Inc. Donald & Kathryn McLean Joyce McMurray The McMurtry Foundation Nancy A. McNeil Ron & Teresa McRae The Merryweather Fund Barbara Millar MMBB Holdings Inc. Thomas Moon V. Alan & Leona Moore Fund Helen Moore Alice J. Morgan George Morrison William Motz Margaret Motz Harold Murray James O. Murray NVOF Miriam Newhouse	Hans Rerup Ann K. Reynolds Diana Richter Erica Riggs William Roberts Sheldon Robinson Patrick Rogers Lynn Romagnoli Gifting Fund The Audrey Loeb & David Ross Foundation Kathryn Rumbold Geoff Rytell Go Sato Mary Sauer James Savelli N. L. Shuttleworth John Sinclair John Somers Anne Spencer Christopher Stait Bruce Sugden & Annique Boelryk Gerald Sutton Sylvia Szabo Family Trust John Taylor Nancy Taylor N.A. Taylor Foundation Wally Teska The Sisters of St. Joseph of Toronto Ronald and Lee Till Elvira Vali Thomas Van Zuiden Ernest Vanderschot Sue Walsh Lenore Walters Arthur Watson J. Watson Kenneth & Dixie Westcar F. Jean Wheeler Dr. Margaret Whitfield & Gordon Crowe Caroline Wight Larry Williamson Mary Williamson R. M. Wintle Rodney Wolfendale Nancy Woods Morden Yolles Jean Zamin Charitable Gift Fund Eb & Jane Zeidler Christiane Zufferey Anonymous (15)
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Corporate Sponsors

TVO was proud to collaborate with the following corporate sponsors this year:

Ontario Real Estate Association	Mirvish Productions	The Wilson Foundation
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The Honourable William G. Davis Legacy of Learning Circle

Recognizing those who have graciously remembered TVO in their estate plans, we are profoundly grateful for their generosity, thoughtfulness, and commitment to TVO.

The Estate of Barbara M. Adams The Estate of John Alexander The Estate of Louise Lawrie Arnott The Estate of Janet Basmadjian The Estate of Edna Beange The Estate of Roy Beckstead The Estate of Florence Margaret Bendig The Estate of Nellie Berkes-Szucs The Estate of Myrtle Collyne Blair The Estate of Maureen Elizabeth Blair-Leighton The Estate of Ruth Bolt The Estate of Thelma Juanita Bradley The Estate of Ian Alfred Brookes The Estate of Alexandra Brody The Estate of Katherine Bruechle The Estate of Peter Burke The Estate of Patricia Burnett The Estate of John Hartman Carr The Estate of Zoe Chilco The Estate of Anna Dorothy Clapp The Estate of Sylvia Loraine Claydon The Estate of John William Cook The Estate of Brian H. Cousins The Estate of Doreen Curry The Estate of Ron Dancey The Estate of Heather de Veber The Estate of Vera D. Denty The Estate of Harriet Irene Domnas The Estate of Brian Dowling The Estate of Joan Doris Draper The Estate of Carl Durst The Estate of Frances Eastman The Estate of Lyyli Elliott The Estate of Patricia C. Ellison The Estate of Colin J. Everett The Estate of Constance Isabel Fetchison The Estate of Alvaro Figueredo The Estate of John Miles Fincham The Estate of Barbara Ford	The Estate of Stanley Gold The Estate of Verna Blanche Grant The Estate of Henrietta Green The Estate of Hazel Guignard Norman & Helen Hain The Estate of William Harkins The Estate of George T. Harrap The Hugh James Corcoran Memorial Trust Fund The Estate of Walda Janson The Estate of Rose Ila Jaques The Estate of Vivien Mary Jenkinson The Estate of Lynette Daphne Jones The Estate of Ann Louisa Kalmisto The Estate of Ellen Joan Kates The Estate of Margaret Joan Kennedy The Estate of Margaret Kinghorn The Estate of Joseph Koenig The Estate of Marianna T. Korman The Estate of Thomas Gerald Lake The Estate of Rosamond Virginia Leach The Estate of Anthony Lieb The Estate of Audrey Estelle Little The Estate of Christine L. MacDonald The Estate of Constance Vivian MacDougall The Estate of Kenneth Angus MacKenzie In memory of John & Dorothy Martin The Estate of Rosalie K. McCreadie The Estate of Daphne McMullan The Estate of Barbara Elizabeth E. Mercer The Estate of Donald W. Middleton The Estate of Cora Maria Moore The Estate of Donald Bruce Morrison The Estate of Margaret Mullin The Estate of Grant Munro	The Estate of Ernest Munroe The Estate of Carol Yvonne Murchison The Estate of Nora Murchison The Estate of Yvonne Natalie Ogg The Estate of Arthur I. Parker The Estate of Frank Peers The Estate of Margaret Phillips The Estate of Emily M. Pinfold The Estate of Winifred Potter The Estate of Donald Williamson Pounder The Estate of Dora Powell The Estate of Maria Pulles The Estate of Patrick David Vernon Rickards The Estate of Cynthia Mary Robertson The Estate of Pnina Deborah Rosenberg The Estate of Paula Roth The Estate of Margaret Sampson The Estate of Sidney Samuels The Estate of Ralph Scotten The Estate of Peter Serkowney The Estate of Marilyn Silverman The Estate of Helen A. Slonetsky The Estate of Katharine P. Symons The Estate of Sharon Lynn Thibodeau The Estate of Elizabeth Jane Thomas The Estate of Ian Ogilvie Wallace The Estate of Ruth Ward The Estate of Roy Edwin Waters The Estate of John Gilbert West The Estate of John Henry Wiens The Estate of Alvira Irene Wigle The Estate of Robert Willmott The Estate of Kenneth Albert Wiltshire The Estate of Marion Wolstein The Estate of Mitchell Wywiorski Anonymous (9)
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Leadership Team: Board of Directors and Executive

TVO Board of Directors (as of June 22, 2023)

TVO's Board of Directors governs the activities of the organization's executive team while ensuring value for all Ontarians.

Chris Day President of Winston-Wilmont, Inc. (Ottawa) <i>Chair of the Board</i> First appointed: August 29, 2019 Current term ends: August 28, 2024 (Appointed to chair as of January 9, 2020) Honorarium: \$9,450.00	Ravina Bains Vice President of Canadian Business Banking & Scotia Wealth Management Sales Integration (Toronto) <i>Vice-Chair and Chair, Finance & Risk Management Committee of the Board</i> First appointed: April 16, 2020 Current term ends: April 15, 2025 Honorarium: \$2,200.00
Aaron Campbell Vice President at LCBO & Board Chair of Ontario Creates (Toronto) <i>Member, Governance Committee</i> First appointed: February 24, 2023 Current term ends: February 23, 2025 Honorarium: \$350.00	Thérèse Culnan Executive Financial Services professional (Innisfil) <i>Member, Finance & Risk Management Committee</i> First appointed: August 6, 2020 Current term ends: August 5, 2025 Honorarium: \$1,575.00
Mark Lawson Vice President of Communications & External Relations at Therme Group Canada (Toronto) <i>Chair, Governance Committee</i> First appointed: May 7, 2022 Current term ends: May 6, 2025 Honorarium: \$2,537.50	Stephanie Lu Founder of LearningPal.org (Toronto) <i>Chair, Digital Transformation Committee</i> <i>Member, Finance & Risk Management Committee</i> First appointed: August 29, 2019 Current term ends: December 15, 2024 Honorarium: \$1,925.00
Patrick Rogers CEO, Music Canada (Ottawa) <i>Member, Finance & Risk Management Committee and Digital Transformation Committee</i> First appointed: May 6, 2021 Current term ends: May 5, 2024 Honorarium: \$2,275.00	

Terms ended during the 2022-23 fiscal year

Steve Cassar Principal, Cassar Communications (Barrie) <i>Member, Governance Committee</i> From: August 29, 2019 To: August 28, 2022 Honorarium: \$525.00	Conway Fraser CEO and Managing Director, Fraser Torosay Incorporated (Waterloo Region) <i>Chair of Digital Transformation Committee and Member of the Governance Committee</i> From: March 7, 2019 To: February 14, 2023 Honorarium: \$1,400.00	Jo-Anne Poirier President and CEO, Victorian Order of Nurses (Ottawa) <i>Member, Finance & Risk Management Committee</i> From: March 22, 2017 To: September 2, 2022 Honorarium: \$350.00
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The total honorarium paid to the Board in 2022-23 was \$22,587.50 This amount is based on levels of remuneration set by the Lieutenant Governor in Council.

Executive Team (as of June 22, 2023)

TVO's executive team leads the organization in delivering excellence in all that we do.

Jeffrey L. Orridge Chief Executive Officer	Jennifer Hinshelwood Chief Operating Officer
Lara Barlow Vice President, Impact	John Ferri Vice President, Programming & Content
Jeff Hogan Vice President, Finance & Corporate Services	Owen Lambert Vice President, Digital & Innovation
Mitch Patten Vice President, Corporate & Community Affairs	Julia Vrabec Vice President, People & Culture

Regional Councillors Advisory Board

TVO's volunteer advisory board includes people from communities across Ontario who provide valued input and feedback and contribute to the organization's outreach efforts.

Lesley Bell Thunder Bay	Jorge Campos Willowdale	Sara Chaudhry Toronto	Lucianna Ciccocioppo Toronto
Marcia Cunningham Toronto	Jenna Goldberg Thornhill	John Gregory Toronto	Sona Khanna Oakville
Alyssa Lai Hamilton	Tinashe Mafukidze Toronto	Rick McCutcheon Little Current	Elizabeth McDonald Ottawa
Tamara Needham Marathon	Frank Paul Toronto	Ruth Reyno Madoc	Barb Rodezno Toronto
Christopher Rous Sault Ste. Marie	John Storm St. Catharines	Melony Ward Toronto	

Departure

We extend our thanks to Alanna King of Elora for giving her time to TVO's Regional Councillors Advisory Board this past year.