

mosaic awards 2023

aaf[®]
american
advertising
foundation

BECAUSE MAKING AN IMPACT MATTERS

We honor the Mosaic Award winners and celebrate their work to create a more open and inclusive world. We are proud of our global team members, who make The Trade Desk a great place to work for all.

Visit our website to learn more.
[thetradedesk.com](https://www.thetradedesk.com)

WELCOME

Tonight, we gather to celebrate and honor the companies and industry leaders who have shown an unwavering dedication to fostering diversity and equity within the advertising, marketing and media industries. Through their innovative advertising campaigns, engaging media content, and pioneering initiatives, they have played a pivotal role in creating a more inclusive landscape.

In today's world, marked by social, political, and economic divisions, it is crucial that inclusion programs be sustained. Recognizing this need over two decades ago, the American Advertising Federation (AAF) took the initiative to establish the Mosaic Center, which manages programs that identify, nurture, and applaud talent and organizations dedicated to promoting equity.

Now under the umbrella of the AAF's philanthropic arm, the AAF Foundation, the Mosaic Center is deeply committed to promoting, celebrating, and advancing diversity in the industry, devoting a significant portion of its resources to implementing initiatives aimed at achieving this goal. In addition to our existing programs dedicated to fostering diverse talent, we are excited to introduce the Mosaic Awards Scholarship Fund.

This is a new step towards fostering diversity and inclusivity by establishing the awards show as a platform to offer financial assistance to multicultural students, professionals, and small businesses. This initiative not only aims to address the financial challenges of being frequently underfunded faced by these individuals and entities, but also helps create equal opportunities for their growth and success. By providing funding and support, the AAF Foundation's Mosaic Center is playing a pivotal role in empowering these groups and nurturing a more diverse presence in our industry.

Tonight, we hope to inspire and remind each and every one of you that we all bear a responsibility to make our industry truly diverse and equitable. Let us strive for a future where representation always matters, both in the work we create and in our business practices.

None of this would be possible without the generous contributions of our AAF members, sponsors, and esteemed guests. It is through their unwavering commitment and support that we can continue to build more inclusive and thriving industries. We extend our heartfelt gratitude to each and every one of you for making tonight's celebration a reality!

Thank you, and enjoy the evening!



Steve Pacheco
President & CEO
American Advertising
Federation



Candace Queen
VP, Mosaic Center
American Advertising
Federation



Helen Lin
Chair
AAF Board of Directors
Chief Digital Officer
Publicis Groupe



Ernest Meadows III
Chair
AAF Mosaic Council
SVP, Multicultural
Planning & Investment
PubW

**Clear Channel Outdoor
congratulates the
2023 Mosaic Award
Honorees**



**Clear Channel
Outdoor**

GET MORE WITH US.

PROGRAM

HOST

Bevy Smith, TV/Radio Personality, Author, Actress

PRESENTERS

Brittany Allen, Vice Chair, AAF Mosaic Council; Equity, Diversity & Inclusion Director, 72andSunny

Nicole Buchanan, Head of Cultural Strategy & Multicultural Sales, SXM Media

Amanda Guy, Vice Chair, AAF Mosaic Next Generation Leadership Council;
Account Manager, Sam’s Club

Nicole Hughey, SVP, Diversity, Equity & Inclusion and Social Impact, SiriusXM/Pandora

Pat Isom, VP, Agency Development, The Trade Desk

LeAirra Lacey, Director, Mosaic Center, American Advertising Federation

Tiffany Leung, Chair, AAF Mosaic Next Generation Leadership Council;
Diversity, Equity, and Inclusion Program Manager, Amazon

Ernest Meadows III, Chair, AAF Mosaic Council; SVP, Multicultural Planning & Investment, PubW

Steve Pacheco, President & CEO, American Advertising Federation

Candace Queen, VP, Mosaic Center, American Advertising Federation

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Congratulations to the leaders and nominees amplifying the best multicultural work in the industry.

dentsu is honored to celebrate the innovative
work highlighted at this year's Mosaic Awards.



dentsu

THANK YOU

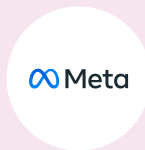
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COUNCIL OF JUDGES

Chantal Augustin
Director of Enterprise
Marketing, North America
LinkedIn

Danielle Cornejo Calhoun
VP Pipeline Programming
& Partnerships, DEI
Weber Shandwick

Jessica Cuevas Molina
Founder and Film Director
SANTA Productions

Chrissie Hanson
CEO
OMD

Chip Kanne

Grace Kao
Head of Global
Business Marketing
Spotify

Sherod Lewis
Account Director, D'USSE
TEAM Enterprises

Corey Richardson
VP Cultural Intelligence
and Engagement
fluent360

Sophia Stevens
Global DEI Lead
TikTok

Nathan Young
Senior Director
Redscout



Omnicom

omnicomgroup.com/culture/diversity

CONGRATS TO THE 2023 MOSAIC HONOREES



Omnicom is proud to support the AAF and celebrate those who are stewards of inclusive work.

As industry leaders, we leverage our change-making capacity to build a better world by focusing on creating stories and systems that will grow and iterate in the evolution towards equity for all.

ALLYSHIP TO ADVOCACY

“RAISE CARE, DELIVER JOY” PAMPERS/P&G + MSL GROUP

Pampers has long advocated for confronting issues of parenting inequality, promoting open dialogue, and taking action. The time had come for the brand to take a new stand—fighting to improve the quality of healthcare for Black birthing parents.

The alarming truth: Black women in the U.S. are three times more likely to die from pregnancy-related causes, and 80% of all maternal deaths in the U.S. are preventable.

This critical life-and-death issue inspired Pampers to elevate its commitment to supporting parents, through educating on, and fighting against, the systemic failures that impact the health of Black moms during their pregnancy and postpartum journey.

Our bold objective: reduce maternal morbidity and save lives through driving systemic change.

Taking on this challenge required a deep commitment to and understanding of the issues parents face. We started by taking time to listen, research, mine on social and deeply understand the issue, organizations and individuals already driving change.

As a result, our strategy was birthed—partnering with leading organizations and influential voices to drive true systemic change. To truly drive change, Pampers needed to engage multiple stakeholders within the healthcare system and community organizations, as well as enlist the general public to support our efforts.



Our campaign content would need to speak more powerfully, act more boldly, and compel more fully than any previous campaigns.

The Pampers Maternal Health Equity campaign was a PR-led brand program that effectively delivered on educating and driving change in Black maternal health in a tangible way. It connected directly to the Pampers brand purpose of caring for every baby's health and happiness and supporting their parents' journey through a strategic and creative execution that harnessed the power of PR-led storytelling, including influencers, film/video content and traditional and social media to drive awareness and action.

WPP is proud to support the American Advertising Federation's Mosaic Awards and its commitment to honoring diversity and inclusion across the industry.

A huge congratulations to WPP Unite, VMLY&R, Grey Group, Hill+Knowlton Strategies, Cartwright and all of this year's winners.

WPP is the creative transformation company
www.wpp.com

WPP

DATA DRIVEN TRANSFORMATION

“BEYOND THE RAINBOW” WPP UNITE

Launched in 2021, WPP Unite is a global community of LGBTQ+ people and allies across WPP's agencies. Unite members have been raising the same issue since our inception: LGBTQ+ representation was often tokenistic and rainbow-washing was inevitable, but most of our teams lacked the knowledge to challenge this problem. This was due in part to the disparate degrees of relevant research in the space. To solve for concrete data, queer agency employees were often pigeon-holed for their opinion as a queer person to consult brands on how to engage with our beautifully diverse community.

Inspired by these conversations, We knew we needed to level up not only our colleagues' understanding of our community, but the advertising industry at large. We set ourselves a brief; to research and share actionable insights which will empower our colleagues, clients, and the industry to create more meaningful work, grounded in expansive data that our industry can trust.

Within our brief, we had 5 specific objectives:

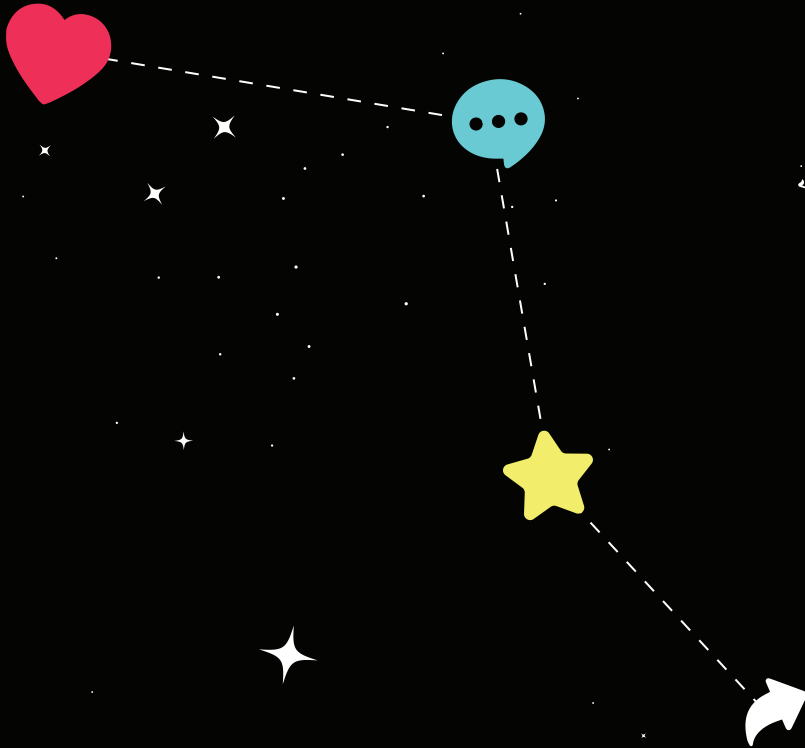
1. Champion traditionally underrepresented LGBTQ+ voices in mainstream research
2. Strengthen relationships between LGBTQ+ focused media platforms and brands
3. Offer practical advice based on robust data and analysis
4. Arm people with the resources and, in turn confidence, to challenge the tired tropes of LGBTQ+ people in advertising
5. Enable people to proactively push for LGBTQ+ inclusive campaigns



For this research to realize it's full potential, it needed to be applicable to any marketer, regardless of whether they operate in media, PR, creative or commerce.

In the UK, US and Canada, our survey found that 22% of 18-24 year-olds identify as lesbian, gay, bisexual, or something else other than straight. That's more than double the population average of 9%. When asked if they're explicitly heterosexual, less than half of young people agreed. In a generation's time, LGBTQ+ audiences could represent a significantly higher proportion of the general population. If agencies are working on a Gen Z brief, they're now working on a queer brief.

With these shifts in demographics, it is critical that marketers of any variety have a thorough understanding of their audiences. This intelligence was designed to raise the collective understanding of LGBTQ+ identities and how our communities engage with brands and media.



When we create inclusive spaces,
we surround ourselves with constellations of stars.

TikTok is proud to sponsor the 2023 AAF Mosaic Awards
as we build a better future, together.

 **TikTok**

DIVERSITY, EQUITY + INCLUSION STUDENT PROGRAM

VMLY&R'S DETROIT EXPERIENCE STUDIO

In October 2022, VMLY&R, a global brand and customer experience agency, opened its doors to the Detroit Experience Studio (DES), a 10-week immersive program that provides high school students with opportunities to explore creative careers, build skills in marketing, advertising, and design, and work alongside industry leaders.

DES was one of the first projects selected by WPP, VMLY&R's parent company, to receive funding as part of the company's Racial Equity Program, which invites agencies from across WPP's global network to apply for financial support to run innovative programs that will advance racial equity and bring about change in the industry.

DES aims to inspire the next generation of creative trailblazers and address the stark racial inequalities in the advertising industry. For example, over 40% of the people in the United States identify as people of color, yet the advertising industry comprises less than 6% people of color.

"There is so much creative talent in the city of Detroit. Unfortunately, there are also so many barriers to entering industries like advertising," says Nikeisha Beckford, VMLY&R Detroit office lead and business lead for DES. "Detroit Experience Studio is designed to empower young people to not only think about having traditional careers like being a doctor or a lawyer, but also consider careers like a creative director, project manager, or UX designer."



With access to top industry professionals, mentors, and hands-on activities, students unlock their creative potential and develop career pathways based on their unique talents and passions. The program is free for students, including transportation, technology, and meals. Each year, DES runs two cohorts that meet twice weekly for two hours at the WPP Detroit campus. In addition, DES offers programming on high school campuses throughout the year.

To learn more about DES, please visit detroitexperiencestudio.com.



META.COM

Meta congratulates
this year's Mosaic
Award winners!

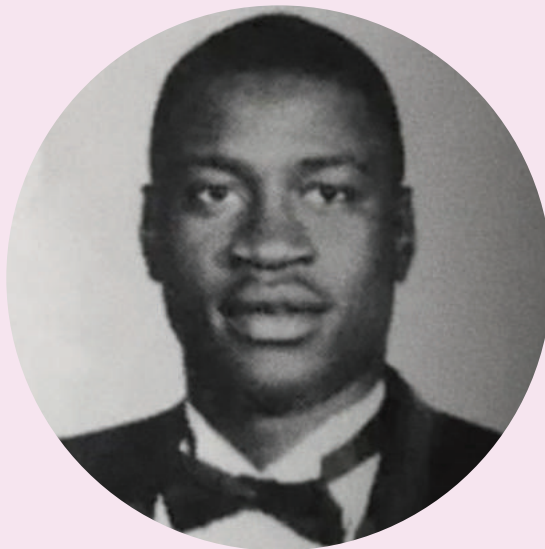
 Meta

INNOVATIVE NARRATIVES

“LOVE HAS NO LABELS: THE GENTLE GIANT” AD COUNCIL + R/GA

Love Has No Labels is a well known campaign, having spent the last seven years confronting bias in America. But, in 2022, after a pandemic and a racial reckoning that penetrated the very soul of the country, the US needed a campaign that went beyond awareness, and instead, amplified action against discrimination. The objective was not to deradicalize racists, but to speak to the “moveable middle”— Americans who believe inequality, racism and discrimination exists and are wrong, but don’t know how to act, or simply don’t feel personally compelled to act against it.

Today, the U.S. is more politically and culturally divided than it’s been in the past 20 years. Not only is there less collaboration and understanding between Democrats and Republicans, but members of both parties, and those who support them, increasingly view each other as radicalists and extremists. This manifests not only in political deadlock, but a disagreement on the very notion of facts. Giving rise to “alternative facts,” which make progress on issues like systemic racism nearly impossible, because a large share of people don’t believe it even exists—a share that has risen over the past 20 years to 47% of the country. This means finding common ground can no longer be reached by simply discussing data. So to change minds, campaigns have to change, and this work is an example of moving the middle with the power of a narrative in place of facts.



“The Gentle Giant” is a true story about the love between a brother and sister, who despite meeting later in life, build a powerful bond that ultimately changes their lives and eventually the world. The audience doesn’t know it until it’s revealed at the end, but the brother and sister are George and Bridgett Floyd. The film centers around the relatable, small, everyday moments that conceivably any American has shared. These moments and the reveal were chosen so that before the viewer knew who the film was even about, they could see themselves in it, and once they did, it would be easier to see George Floyd as both a human being and man—and so much more than just one tragic moment in time.

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INTEGRATED CREATIVE CAMPAIGN

“SEIZE THE AWKWARD: WE CAN TALK ABOUT IT” AD COUNCIL + DROGA5

Man up.
Just pray about it.
Stop complaining.
Look on the bright side.
You'll get over it.
Cheer up.
Be strong.
Don't be so negative.
Black people don't get depressed.
Other people have it worse.
It's all in your head.
You just need to pray about it.
You're being dramatic.
You sound crazy.
Snap out of it.

BIPOC and LGBT+ youth are often left out of the mental-health conversation. When they try to discuss their mental health with friends and family, they're met with silencing stigmas that have been passed down and ingrained in their communities, keeping them ashamed and alone.

“We Can Talk about It” launched the newest phase of Seize the Awkward, a partnership between the Ad Council, the Jed Foundation and the American Foundation for Suicide Prevention, challenging the taboo of discussing mental health. The film reflects the lived experiences of a diverse range of young people, addressing ingrained beliefs about mental health in the Black and Latine communities. The misconceptions the cast encounters take the form of casual remarks, misguided encouragement and toxic positivity, putting a spotlight on the culturally specific barriers BIPOC and LGBT+ youth face when it comes to overcoming stigmas to reach out to friends about mental health.

Between the launch of our film, on October 25, 2022, and February 28th, 2023,



“We Can Talk about It” received \$2M in donated broadcast media and garnered 91M total impressions, according to preliminary estimates. From Meta, the film received \$25M in total donated media across Facebook and Instagram for 8.4M impressions during the first week of November alone.

Most importantly, the campaign has changed behavior. As of December 2022, 80% of young people who are aware of “Seize the Awkward” have talked with a friend about what they were going through, either emotionally or concerning their mental health. Additionally, 78% reached out to a friend who is/might be struggling with their mental health, and 70% read information on how to support a friend with their mental health on a website or social media platform.

VIVA LA DIFFERENCE! VIVA LA DIFFERENCE! VIVA LA DIFFERENCE!

VIVA LA DIFFERENCE! VIVA LA DIFFERENCE! VIVA LA DIFFERENCE!

VIVA LA DIFFERENCE! VIVA LA DIFFERENCE! VIVA LA DIFFERENCE!

Congratulations Mosaic Award Honorees

VIVA LA DIFFERENCE! VIVA LA DIFFERENCE! VIVA LA DIFFERENCE!



**PUBLICIS
GROUPE**

MOSAIC CHAMPION

GERALDINE WHITE CHIEF DIVERSITY OFFICER PUBLICIS GROUPE US

Since being elevated into her current role just over two years ago, Geraldine White, Chief Diversity Officer of Publicis Groupe US, has made tangible, measurable strides in pushing Publicis Groupe's Diversity Equity and Inclusion efforts as a business imperative; embedding the work a centralized within Groupe; increasing representation of diverse talent; and bringing our internal and external DE&I efforts closer together to deliver greater impact for our clients and teams alike.

Geraldine is responsible for guiding Publicis Groupe's DE&I strategy in its largest market, including but not limited to actioning the seven-point plan that the company announced in 2020 via its Pausing for Action event to advance DE&I in all its forms. To this end, she has implemented new programs and initiatives to help diverse talent thrive and advance in their careers such as proprietary Black Talent Summit and Career Development programs; launched new inclusive learning curriculum and DEI competency-based trainings such as Disrupting Everyday Bias & Inclusive Hiring; introduced new Business Resource Groups (BRGs) to support all talent identities; and continues to recruit the industry's best talent through Groupe's successful Multicultural Talent Partnership & Marcel Open Apprenticeship.

Even with such strong momentum, Geraldine believes this work is just beginning, and that we must continue equally prioritizing improving talents experiences while also delivering the most inclusive and equitable work for clients via a "Workplace to Marketplace" approach. She has continued to be a key partner to Publicis Groupe's multicultural and PMX teams who are spearheading inclusive investment practices and creating impact



for clients and suppliers. This includes the work being put into the marketplace through the award-winning Once & For All Coalition, which aims to break down industry barriers to allow for more equitable representation for diverse media suppliers.

With over 23 years of digital and traditional marketing/advertising experience spanning business consulting, client services and program management, Geraldine has stewarded programs across an expansive portfolio of industries and brands. Her application of change management, systems thinking and business transformation to DE&I strategy yields measurable impact and sustainable growth. A trusted subject matter expert and community advocate, Geraldine skillfully navigates the intersection of business imperatives and inclusion practices to deliver impactful DE&I strategies that serve the unique needs of talent, clients and communities in rapidly-evolving and nuanced cultural contexts.

As a devoted agent of change, Geraldine is accelerating organizational responsibility and accountability to rectify the adversities that hold underrepresented communities back. She is a true trailblazer, charting the path forward for a more equitable future.

Congratulations

to this year's Mosaic Award recipients.

At Google, we want to create for everyone. We're honored to be here, surrounded by so many others that do too.



MOSAIC CHAMPION

VMLY&R

This work is spearheaded by VMLY&R's Equity, Inclusion, and Belonging (EI&B) practice, which promotes cultural literacy, increases employee engagement, recruits a diverse workforce, and builds opportunities to sustain culture. At its helm are Tasha Gilroy, Chief EI&B Officer, and Subashini Nadarajah, Global EI&B Director, who were appointed in 2020 to build a global EI&B practice. The practice more than doubled in size by 2021, and now, in April 2023, boasts a team of 10 members across four continents.

Thanks to VMLY&R's EI&B practice, the agency has seen the following accomplishments and developments in the past year:

- The promotion of Tasha Gilroy from Global Co-Director of DE&I to Chief EI&B officer and the addition of Aarti Malik to the EI&B practice as the APAC EI&B Lead.
- The creation of the Multicultural Creative Center of Excellence, a collective of diverse and dedicated employees operating as a sounding board for clients and creative teams to ensure the work we produce is culturally sensitive.
- The official investment into a dedicated EI&B resource for VMLY&R's APAC offices, as well as into a more globally aligned EI&B strategy.
- The launch of dearblacktalent.com, a partnership between VMLY&R and the 4A's Foundation to create a platform connecting Black professionals with advertising and marketing agencies.
- The launch of the Detroit Experience Studio, a program addressing adland's racial inequities by giving Detroit high schoolers an opportunity to explore marketing careers.
- The official addition of the agency's policy on paid bereavement leave for



people who have had miscarriages to the employee benefits handbook, spearheaded by VMLY&R's employee resource group (ERG) for women.

- The launch of Ascend, a yearlong development and sponsorship program designed to enhance mid-level and rising API employee experiences and increase retention and mobility.
- The creation of the "Reality Flag", a campaign to rally support for the Equality Act, landmark federal legislation to guarantee non-discrimination protections for LGBTQIA+ people across the country.
- The enlistment of over 100 volunteer EI&B champions supporting the agency's ERGs with the production of over 40 events.
- The provision of EI&B support to clients such as Colgate, Wrangler, Sherwin Williams, GMCVB, Hallmark, Ford, Intel, Microsoft, and Nestlé.
- The continued support of the agency's EI&B practice by Transformation, an enterprise effort driving action, measuring progress, and engaging VMLY&R in the acceleration of the BIPOC equity agenda.
- The launch of the Incubator Program, a two-week work experience that gives students an opportunity to witness the power of connected brands, customer experience, and creative commerce while exploring career paths in advertising.



P&G

P&G congratulates

**THE 2023
MOSAIC AWARD
WINNERS!**



MULTICULTURAL TALENT + SUPPLIERS IN ADVERTISING

“WIDEN THE SCREEN”

P&G + GREY, CARTWRIGHT, H&K, CARAT

As a corporate citizen and one of the world's largest advertisers, P&G has the responsibility to tell stories that are meaningful, equitable and authentic to reflect the Multicultural population we serve.

When it comes to Black stories, there is a fundamental failure in representation in front of and behind the camera. In fact, 2/3 of Black people said they don't see themselves or their culture accurately or authentically represented on screen. This is likely due to the fact that less than 6% of writers, directors, and producers of US produced films are Black.

Because Black filmmakers are not given enough opportunity to share their authentic stories of Black life, the images that we are shown in advertising, media and film are often stereotypes that reflect a limited and often racist view of the Black experience. To help the world better understand the Black experience, P&G stepped up to showcase the full spectrum of Black life and we are still encouraging the industry to do the same. We removed bias in front of the camera and behind the camera by enabling Black Storytellers to tell their own stories to widen the view of everyday Black life.


In March 2021, P&G launched “Widen the Screen”, an expansive content creation, talent development, and partnership platform that celebrates creativity and enables Black creators to share the full richness of Black life. This platform extends beyond simply elevating and amplifying Black creators and their stories, it is focused on a long-term commitment of action. It's about reclaiming how everyday



Black life is portrayed while providing real opportunities behind the camera and on screen. In year 1 we rose awareness through a 2 minute anthem film that propelled P&G and the industry into action for year 2 of the program and beyond.

While the campaign and commitment are ongoing, results have started to surface. The campaign has changed the industry status quo and is beginning to broaden the images we see, the voices we hear, and the stories we tell. It raised cultural awareness of the Black storytelling gap and triggered substantive actions to drive institutional, systemic change within the industry.

When we “Widen the Screen to Widen Our View” we can all broaden the spectrum of the images we see, the voices we hear, and the stories we tell.



**Congratulations
to the 2023 AAF's
Mosaic Award
Honorees**

IPG

STUDENT IMPACT

“THIS HAND”

NATIONAL INDIGENOUS WOMEN’S RESOURCE CENTER + THE UNIVERSITY OF OKLAHOMA: MADELINE CAMPION, SKYLAR GARDNER, CARLIE LANGLOIS

This project was assigned in the Spring of 2022 (January–May), within the advanced advertising portfolio class. Students chose a product or service with execution emphasizing a charity or public service. The team of art directors Madeline Campion & Carlie Langlois, along with copywriter Skylar Gardner devoted themselves to the National Indigenous Women’s Resource Center.

They did their own research, developed their own creative strategy, media mix and concepts, then mocked them up for critique/evaluation by both professors and peers before adding them to their portfolios. The best campaigns were submitted to local and national award competitions to showcase the student’s capabilities.

Though this is a non-professional spec campaign, upon outstanding recognition, the students hope to offer these campaign creative resources to the NIWRC in Lame Deer, Montana for possible national use. The campaign was entered into the 2023 American Advertising Awards Competition for Oklahoma City and won gold in its category “Student Integrated Advertising Campaign” the students also took home the Best of Show Student award.



WORKFORCE INCLUSION

LEO BURNETT'S INCLUSIVITY PRODUCT COUNCIL

Leo Burnett creates business value by solving real, human problems. In 2020 we stood up the Inclusivity Product Council (IPC) as a response to a period of intense cultural change with the goal of creating culturally fluent, relevant, and empathic work that reflected our community's diverse identities.

We continued leading the industry in 2022 by evolving HumanKind—our strategic approach and operating system that puts our philosophy—"what helps humans helps business"—into action every day. In fewer than three years, IPC grew from 21 local participants to a global team of 45 multicultural, cross-discipline council members across all backgrounds, departments, and levels throughout the Publicis Groupe network, representing many nuanced identities such as gender, gender expression, gender identity, age, race, ethnicity, ability, sexual orientation, and any hyphenate therein. Our evolution included the expansion of internal team-based learnings to eternally published guides, playbooks, and trainings for clients and their teams.

The IPC has quickly expanded around the globe, offering a lens of sensitivity and inclusion throughout the creative development process to identify and eliminate bias on matters that can range from harmful stereotypes or tropes and insensitive or monolithic concepts to inclusive casting and production practices—in real-time and over time, seeking out the nuanced lived experiences of our own agency community for the betterment of our creative product.

The council support brands, agencies and agency teams that want to move from surface-level representation to deeper



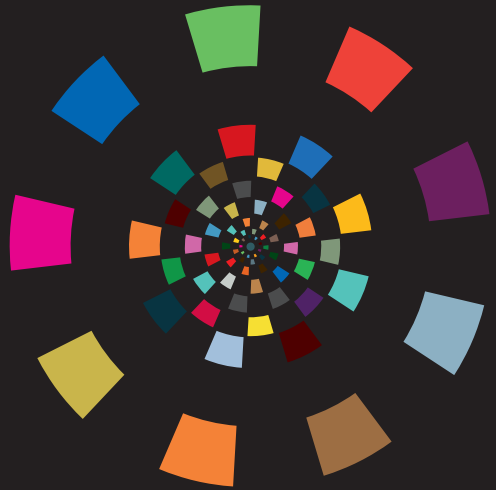
cultural resonance, demonstrate cultural fluency, positively impact work and processes, and commit to work that is best-in-industry, best-in-culture, and changes human behavior.

Fueled by curiosity and a collective desire to produce great work, the agency initiates open dialogue, conversation, and constructive feedback mechanisms that fuel authentic work that is more reflective of the world we live in and better effectively resonates with diverse audiences—accelerating our cultural agility and helps our clients grow by moving from representation to resonance in their creative products.

Today, IPC has reviewed over 130 creative executions from over 80 brands from across the world. In year one, we reviewed 50 inputs of creative work and in year three, we have already reviewed half of this amount of work in our first four months of operations.

Much more than a review engine, the IPC enriches our work, fuels our growth and empowers our people.

mosaic center fund



An initiative to raise \$2 million to support the AAF's diversity, equity, and inclusion efforts.

The Fund's goal is to:

- Support HBCU faculty and students interested in the industry through funding, nurturing research efforts and helping enhance curriculums
- Provide BIPOC students with access to industry professionals and resources
- Raise awareness of the Mosaic Center's DEI programs through dedicated marketing support
- Create scholarship and business grant opportunities committed to increasing diverse representation

To help us reach our \$2 million goal, we need your help!
All levels of support are welcome.

**To give to the Mosaic Center Fund,
scan the QR code →**

Thank you to the following for your gift:

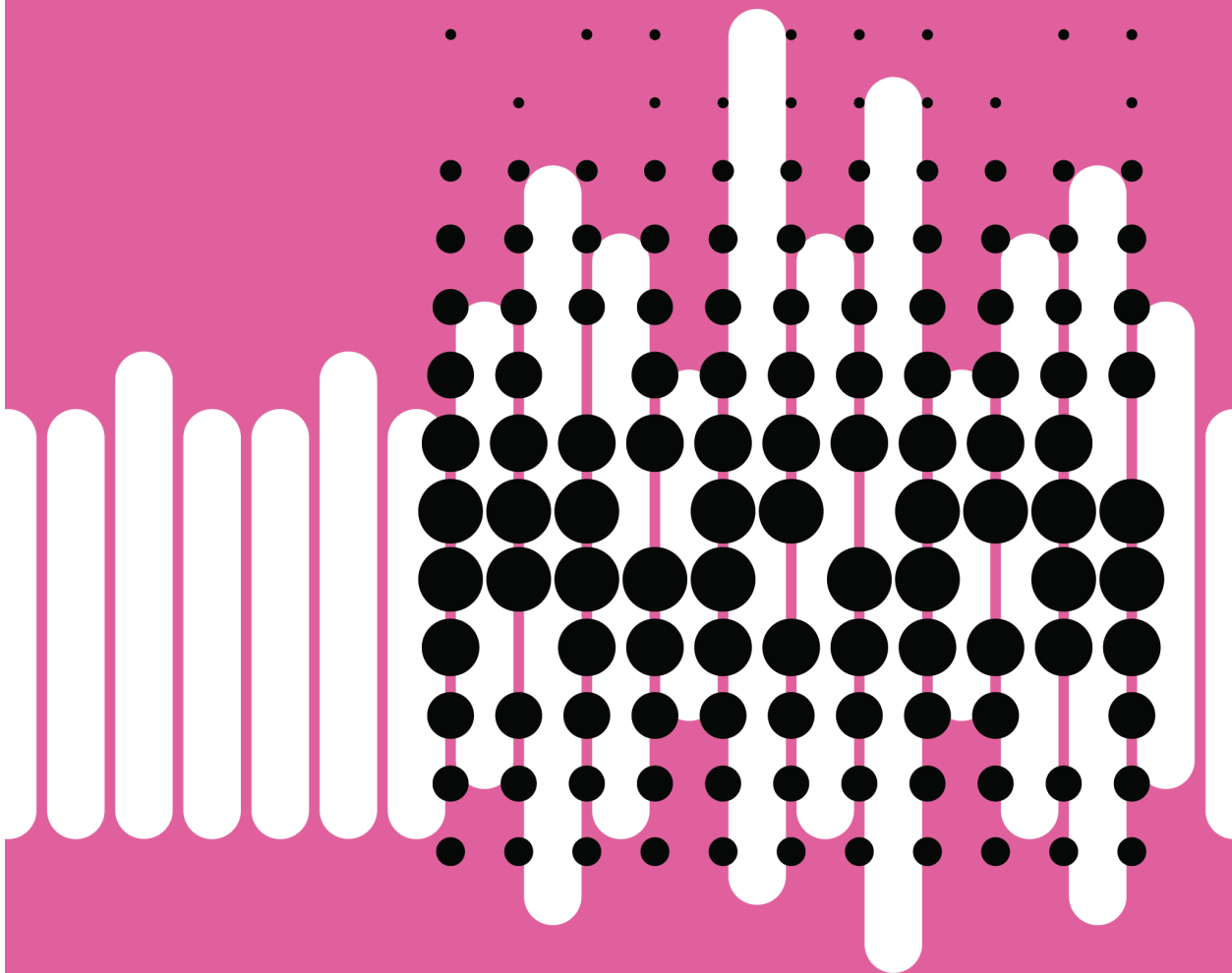
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Tiffany R. Warren**



Amplifying voices = building equity.

We applaud those being celebrated today. Continue to use your voice to make this world richer—we'll keep working to ensure that diverse voices are amplified throughout the entire audio industry.

Congratulations to this year's AAF Mosaic Award honorees.



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