To: All U.S. Employees and International Managing Directors

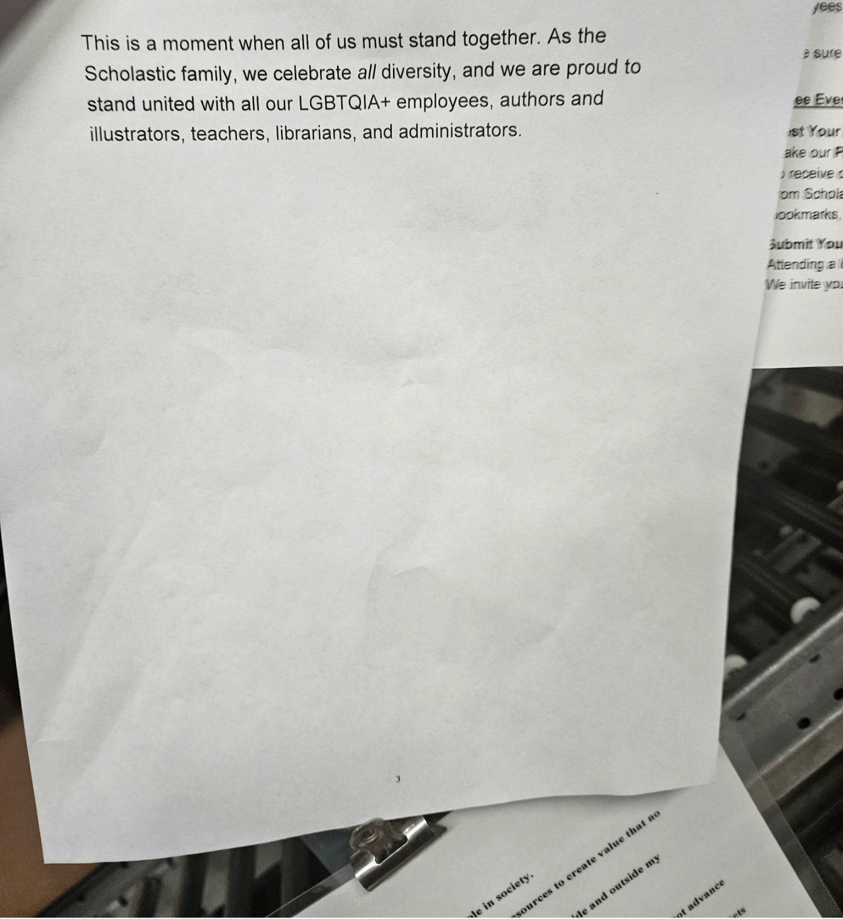
Celebrating Diversity
June is Pride Month

As we head into Pride month, it is important for Scholastic to reaffirm its yearlong commitment to both our LGBTQIA+ employees and the many LGBTQIA+ voices we elevate through our work.

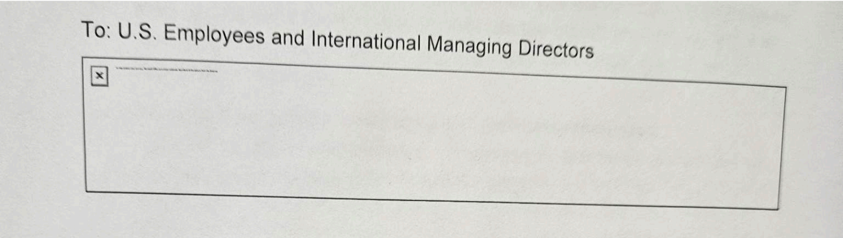
These voices are crucial to Scholastic, especially at a time when LGBTQIA+ youth and literature are being challenged in places we work and live. In 29 states legislation is in place or in process with the objective of restricting content in all or various grades in K-12 public schools, especially content that includes prominent characters who are Black, Indigenous or People of Color and/or LGBTQIA+. During the first half of the current school year, 26% of the books that have been banned from classrooms or school libraries have LGBTQIA+ characters or themes.

June has be

their healthcare options, including the coverage of travel expenses for healthcare that is not available in their home state.



This is a moment when all of us must stand together. As the Scholastic family, we celebrate *all* diversity, and we are proud to stand united with all our LGBTQIA+ employees, authors and illustrators, teachers, librarians, and administrators.



To: U.S. Employees and International Managing Directors

Celebrate Pride Month with Scholastic

June has become synonymous with Pride Month, which is nationally recognized in the U.S. as a time to honor the impact and contributions of LGBTQIA+ people throughout history and to commemorate the 1969 Stonewall Uprising that sparked the first Pride March demonstrations for equal rights. In partnership with our **Pride@Scholastic ERG**, we have planned month-long programming to help amplify the work we do to support our LGBTQIA+ colleagues, creators, business partners, families, and readers through our publishing efforts, as well as how we foster a better understanding and appreciation of LGBTQIA+ experiences for all our employees.

Please be sure to check the intranet often for updates and new events!

Employee Events & Highlights:

- **Test Your Pride Knowledge**
  Take our **Pride Trivia Contest** starting on **Monday, June 12** for a chance to receive one of three Scholastic Pride gift packs including signed books from Scholastic's LGBTQIA+ authors, as well as **Read with Pride** stickers, bookmarks, and buttons.
- **Submit Your Pride Photos!**
  Attending a local Pride parade this month or hosting your own celebration? We invite you to submit your fun photos celebrating with friends and families

We invite you to use our **Read with Pride** Virtual Backgrounds to celebrate and support the LGBTQIA+ community in your meetings. You can also update your daily email with a Read with Pride logo! Click here for images and directions on how to use them!

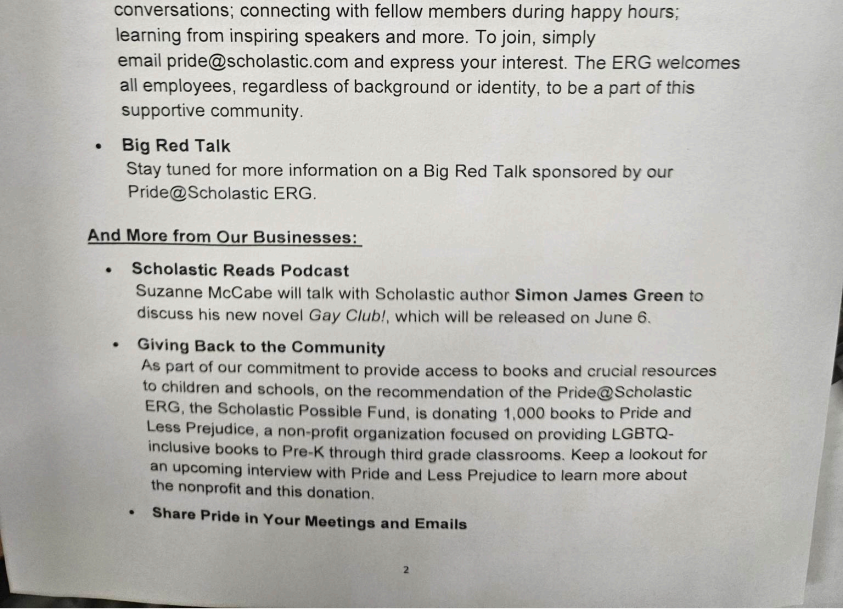
- **Highlighting Our Books and Authors**
  In the coming weeks, Scholastic's social channels will run a **#ReadwithPride** campaign that will share stories centered around the LGBTQIA+ community, including ***My Moms Love Me*** by Anna Membrino, ***Melissa*** by Alex Gino, ***Heartstopper*** by Alice Oseman, ***The Feeling of Falling in Love*** by Mason Deaver, and more. Please visit Scholastic.com for additional featured titles.

Stay Connected on Social! Don't forget to also visit our Instagram, Twitter, Facebook, and YouTube channels to check out any events or content you can share with family and friends.

A reminder about social media: When you share content from Scholastic or comment about Scholastic products on your personal accounts, you have to disclose that you are an employee in the post. To do so, add a hashtag such as #ScholasticEmployee or a note such as "As a Scholastic employee..." to your post. Have a question? Email us.

to internalcomms@scholastic.com. Photos will be displayed on our intranet for everyone to enjoy.

- **Get to Know Our Pride@Scholastic ERG**
  Look out for employee profiles spotlighting members of Pride@Scholastic every Friday this month in *The Scholastic Connection.*
- **Honoring Pride Month**
  In this personal feature story on the intranet, you'll find out how members of Pride@Scholastic recognize and celebrate the month and also what great resources they recommend for learning more about their community and how to be a better ally.
- **Join the Pride@Scholastic ERG and Celebrate Inclusion**
  The U.S.-based Pride@Scholastic Employee Resource Group will also be hosting several special Pride events for members. The ERG's mission is to create an inclusive and welcoming environment for LGBTQIA+ members, allies, and advocates, foster a culture of acceptance, and provide a safe space for everyone. Benefits include: engaging in meaningful book club

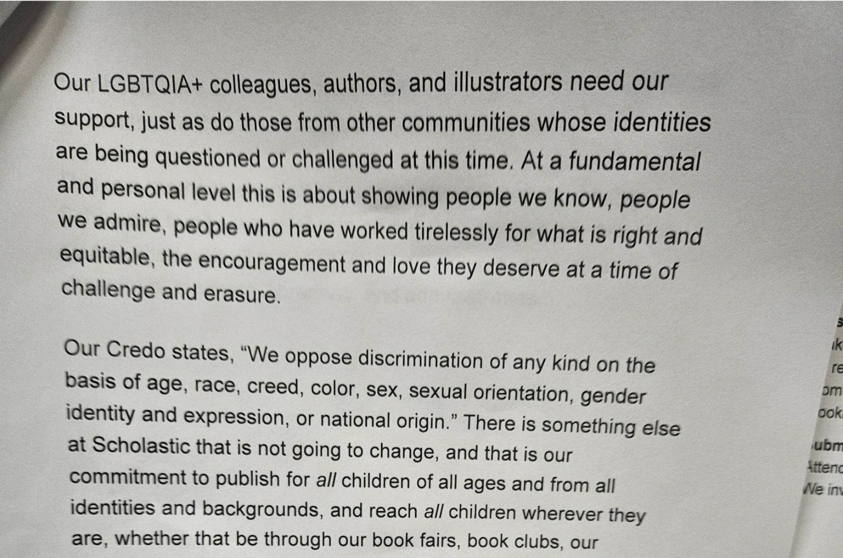


conversations; connecting with fellow members during happy hours; learning from inspiring speakers and more. To join, simply email pride@scholastic.com and express your interest. The ERG welcomes all employees, regardless of background or identity, to be a part of this supportive community.

- **Big Red Talk**
  Stay tuned for more information on a Big Red Talk sponsored by our Pride@Scholastic ERG.

And More from Our Businesses:

- **Scholastic Reads Podcast**
  Suzanne McCabe will talk with Scholastic author **Simon James Green** to discuss his new novel *Gay Club!*, which will be released on June 6.
- **Giving Back to the Community**
  As part of our commitment to provide access to books and crucial resources to children and schools, on the recommendation of the Pride@Scholastic ERG, the Scholastic Possible Fund, is donating 1,000 books to Pride and Less Prejudice, a non-profit organization focused on providing LGBTQ-inclusive books to Pre-K through third grade classrooms. Keep a lookout for an upcoming interview with Pride and Less Prejudice to learn more about the nonprofit and this donation.
- **Share Pride in Your Meetings and Emails**



Our LGBTQIA+ colleagues, authors, and illustrators need our support, just as do those from other communities whose identities are being questioned or challenged at this time. At a fundamental and personal level this is about showing people we know, people we admire, people who have worked tirelessly for what is right and equitable, the encouragement and love they deserve at a time of challenge and erasure.

Our Credo states, “We oppose discrimination of any kind on the basis of age, race, creed, color, sex, sexual orientation, gender identity and expression, or national origin.” There is something else at Scholastic that is not going to change, and that is our commitment to publish for *all* children of all ages and from all identities and backgrounds, and reach *all* children wherever they are, whether that be through our book fairs, book clubs, our education solutions business, through booksellers and other retailers or online. It is important that LGBTQIA+ voices, and those of other diverse communities, be heard, their stories told, and their achievements celebrated.

When it comes to matters of intellectual freedom, it is also incumbent that we join together with industry colleagues. We are actively working to oppose censorship with organizations such as PEN America, the National Coalition Against Censorship, the American Library Association and the Association of American Publishers.

Closer to home, the health and well-being of our LGBTQIA+ colleagues is paramount to our company, and we are working with our healthcare provider to make sure that all employees, including LGBTQIA+ employees – especially trans employees – understand