



NYPR Diversity, Equity & Inclusion Statement

At New York Public Radio we define diversity, in broad terms, as the multifaceted mix of people of different ethnicities, races, cultures, religions, gender identities, sexual orientations, ages, socioeconomic backgrounds, experiences, and abilities. We believe that diversity is essential to honest, authentic, accurate storytelling and reportage; creating an inclusive workplace in which all voices are encouraged and heard is a core part of our values as an organization.

Our employment policies:

New York Public Radio is an equal opportunity employer committed to achieving the goal of equal employment opportunity for all. Applicants and employees are considered and evaluated for positions without regard to mental or physical disability, race, creed, color, religion, gender, national origin, citizenship status, age, genetic information, military or veteran status, sexual orientation, marital status, employment status or any protected federal, state or local status unrelated to the performance of the work involved. We also endeavor to reflect the diversity of the communities we serve in the composition of our Board of Trustees.

NYPR Workplace Demographic as of July 2017

For the period of July 1, 201 through June 30, 2017, NYPR's total workforce was 373 active regular employees and 53% female and 47% male. People of Color comprised 28% of the population. Our employees are multigenerational with 1% (1922-1945); 18% (1946-1964), 53 % (1965-1984) and 28% (1981-1997).

NYPR Board of Trustees Demographics as of July 2017

Diversity goals extend to our Board of Trustees and our Community Advisory Board. NYPR's Board of Trustees has 39 voting trustees, 39% of whom are women, 61% men and 13% are people of color. Our Trustees are multi-generational, (ages spanning 6 decades) and represent a variety of professional and life experiences. The NYPR Community Advisory Board has 25 members, 56% of whom are women, 44% men, and 20% are people of color. Our CAB is multi-generational, (ages spanning 5 decades) and also represents a variety of professional and life experiences.

NYPR's Diversity, Equity & Inclusion goals, and initiatives for the coming year include:

- Continue our efforts to create an inclusive and supportive workplace by defining our culture, providing more learning, training and development opportunities, recognizing our employees, cultural events, providing more feedback and coaching, etc.
- Revamp and Standardized NYPRs Onboarding Program
 - We're creating an onboarding experience for new hire that's consistent, repeatable and includes a strategy for employees from first day to first year and includes new programs and activities.
- Create and implement NYPR Pilot Mentoring program that includes people of color on our staff
- Continue to expand our internship program to create more opportunities for underserved groups by developing partnerships with HBCUs and other ethnic and cultural organizations; increasing the number of paid interns and creating more third-party partnerships.
- Continue to hold Inclusionary Training for staff focusing on non-managers for FY18
- Continue to build an active pipeline of qualified diverse candidates
- Create additional recruitment resources and community & educational partnerships
- Better reflect the diverse backgrounds, interest, and cultures of our audience in our programming on multiple platforms;
- Refine and market our employer brand to support our recruiting and content diversification efforts
- Diversify our marketing, advertising and public relations strategies in a concerted and coordinated effort to grow audiences of color;
- Develop new partnerships with underserved communities and hold a series of events to invite feedback regarding their needs and satisfaction with our programming;

NY Public Radio's Diversity Initiatives in Recent Years

We made moves toward becoming a more inclusive and supportive workplace and attract, hire and retain pipeline of diverse talent by:

- Pushing our managers to think differently around hiring, ensuring we had a qualified diverse candidate in every slate. This past year 49% of our hires were diverse.
- Total staff diversity is now 28%
- We continue to pipeline and engage with diverse candidates and keep them active
- We have an active Executive Diversity, Equity & Inclusion Council that is helping us make decisions about programs and initiatives that will have impact.
- We successfully trained most of our hiring managers on inclusive leadership, with a focus on removing unconscious bias and creating a work environment where everyone feels valued and a sense of belonging.
- We continued to launch deeper partnerships with diverse journalism and news professional association's including NABJ, NAHJ, AAJA, SAJA, NLGJA
- We are branding ourselves externally as a place where we listen and support individuals from all backgrounds and have grown our partnership numbers with schools and organizations to expand our reach.
- We attended seven (7) career fairs to attract diverse candidates for our positions and internships
- We continue to sponsor Scholarship Plus, a program for economically deprived New York City high school graduates, Emma Bowen Foundation, a multi-year internship program for students of color interested in the media industry and the Diversity in Arts Leadership Internship program, a program focused on college students of color in arts management.
- Expanded job posting reach by adding diverse recruitment sources
- We created a tool to share diverse on air talent options and will continue to expand these offerings to help the content team meet their goals.