



## **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 2018**

For the period of July 1, 2017 through June 30, 2018, NYPR's total workforce was 372 active regular employees and 56% female and 44% male. People of Color comprised 28.5% of the population. Our employees are multigenerational with 1% (1922-1945); 18% (1946-1964), 47 % (1965-1984) and 34% (1985-1997).

### **NYPR Board of Trustees Demographics as of July 2018**

Diversity goals extend to our Board of Trustees and our Community Advisory Board. NYPR's Board of Trustees has 36 voting trustees, 39% of whom are women, 61% men and 14% are people of color. Our Trustees are multi-generational, (ages spanning 7 decades) and represent a variety of professional and life experiences. The NYPR Community Advisory Board has 24 members, 63% of whom are women, 37% men, and 25% are people of color. Our CAB is multi-generational, (ages spanning 6 decades) and represents a variety of professional and life experiences.

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

- We are working closely with the content teams to increase ethnically diverse news sources and on-air guests/contributors to better serve and represent our audience by participating in what we are calling "The Source Project"
- Create a common language and tools for us to engage in Courageous Conversations by (Q3 - March 2019) and practice Courageous Conversation
- Develop ways to practice the Courageous Conversation Beyond Diversity™ training
- Develop ways to retain our ethnically diverse staff, develop specialized programs with a goal of fostering their development and movement
- In partnership with Recruitment and hiring managers, implement diverse interview panels to ensure equity in our selection process and make certain we are hiring for culture-add.
- 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.
- Complete Courageous Conversation Beyond Diversity™ training with the rest of the staff and NYPR Board by December 2018.
- Continue to build an active pipeline of qualified diverse candidates
- Create additional recruitment resources and community & educational partnerships
- Refine and market our employer brand to support our recruiting and content diversification efforts

### **NY Public Radio's Diversity, Equity & Inclusion 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:

- Revamping and standardizing NYPR on-boarding process to provide a more seamless experience for our most valued asset - our talent. We continue to refine. We now have the following in place.
  - Revised Monthly Orientation and New Employee Welcome Packet
  - Manager's Playbook which assist our managers with their responsibilities with onboarding new hires
  - Manager's Toolkit which outlines best practices for all managers
  - Buddy Program
- Interns play a vital role in our recruiting strategies. Diversity for FY18 averaged 52%
- We have a Diversity, Equity & Inclusion Charter that defines the purpose of the DEI Council
- We launched in June 2018 Courageous Conversation Beyond Diversity training with Senior Leadership and key staff members. CC Beyond Diversity training is designed to engage, sustain and deepen dialogue around race. In addition, the session moves beyond and explains how to increase diversity, foster inclusion, and establish the racial equity that will propel our organization.
- The first NYPR Employee Resource Group was launched. These networks will provide networking, leadership & development and talent pipelines for recruiting.
- We continued to launch deeper partnerships with diverse journalism and news professional association's including NABJ, NAHJ, AAJA, SAJA, NLGJA
- We attended six (6) 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 and Prep for Prep a leadership program that develops ethical and effective leaders who reflect our diverse society for the enduring benefit of all.