

New York Public Radio 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 Demographics as of July 2019

For the period of July 1, 2018, through June 30, 2019, NYPR's total workforce was 376 active regular employees and 56% female and 44%, male. People of Color comprised 31% of the population. Our employees are multigenerational and range from 1932 to 1997.

NYPR Board of Trustees Demographics as of July 2019

Diversity goals extend to our Board of Trustees and our Community Advisory Board. NYPR's Board of Trustees has 26 voting trustees, 35% of whom are women, 65% men and 15% are people of color. Our Trustees are multigenerational and span over 6 decades and represent a variety of professional and life experiences. The NYPR Community Advisory Board has 24 members, 79% of whom are women, 21% men, and 29% are people of color. Our CAB is also multigenerational and span over 6 decades and represents a variety of professional and life experiences.

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

- Officially launching NYPR's Mentoring Pilot Program, November 2019 with 11 matches. The program was developed for job skill development and opportunities for professional growth to our staff.
- The Culture, Equity & Inclusion Council (CEI) is a group responsible for continuing the culture-change work at NYPR. The group is charged with three areas of focus: 1) People – Recruitment, Retention, and Development 2) Culture – Collaboration and Communication and 3) Audience – Engagement and Impact

People:

- Focused on diversity recruitment specifically in the newsroom
- Additionally, looking at developing and/or bringing in editors-of-color in the newsroom
- Creating pathways to success so there are more opportunities for managers and leaders representing a variety of ethnicities, nationalities, women, sexual orientation, gender identities and differently abled
- Continue down the pathway with Courageous Conversation within the workplace

Culture:

- Exploring the possibility of developing a racial equity policy for NYPR. The policy includes plans to reduce disproportionate turnovers and increase advancement opportunities for staff of color
- Continue to build racial equity capacity expanding our Brave Space Slack Channel, hosting in-person Brave Space Forums, and providing tools to help us make a conscious effort to be inclusive
- We are looking into conducting special training for the newsroom for all staff involved with the election to raise cultural competency around race reporting and conversations about race
- Additionally, we are adding more Employee Resource Groups (ERGs); in current development is an Asian American group and we are proactively looking to leverage the talents of mature employees

Audience:

- Continue the Source Project our initiative to adding more ethnic and gender diversity to our content across platforms with a focus on-air guests/contributors. We've been successful with adding seven content partners to date
- Our plan is to expand to the newsroom and begin tracking gender and race/ethnicity of every person in their features and track ATC 2-ways
- Add one to two more content partners

NY Public Radio's Diversity, Equity & Inclusion Initiatives in Recent Years

NYPR continues to make strides towards becoming a more inclusive and equitable workplace and the most important investment is in our people. Our efforts during the past year included:

- Developing a Mentoring Program Pilot to launch in November 2019
- Honor and celebrate the best in everyone, from every background, every race, every gender identity and orientation, with our cultural celebrations – We believe celebrating the diversity of our staff makes them feel valued – the activities also provide cultural awareness
- The Source Project, our initiative to adding more ethnic and gender diversity to our content across platforms with a focus on-air guests/contributors. We've successfully partners with seven new content associates and continue to work with them on a monthly basis

- Staff have additional DEI resources in Ultipro (e.g. Racial Equity Glossary, Courageous Conversation Protocol tools, our DEI Statement, and a list of members working on the CEI Council and shared our workplace demographics
- In partnership with Recruitment and hiring managers, we've implement an interview panel to ensure equity in our selection process and make certain we are hiring for culture-add
- We 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 by November 2018. The training focused on engaging, sustaining and deepening interracial dialogue using the protocol which helps us process and engages with conversations about race and understands each other's opinions and beliefs
 - The data and results from Phase I: We trained 66% of all employees and 100% of senior leadership; 20% of the staff is on our new #BraveSpace Slack Channel a platform to continue courageous conversations
- We been more focused on building an active pipeline of qualified diverse candidates by developing new partners who have been able to extend our reach and sourcing on diverse sites