

## **NYPR Diversity, Equity & Inclusion Statement**

At New York Public Radio we define diversity, in broad terms, as the mix of rich, vibrant people of different ethnicities, races, cultures, religions, gender identities, sexual orientations, ages, socioeconomic backgrounds, education, experiences, and abilities. We believe that diversity is essential to 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.

### **NYPR workplace demographics as of July 2020**

For the period of July 1, 2019, through June 30, 2020, NYPR's total workforce included 353 active regular employees. 56% were female, 44% were male, and 33% were people of color. Our employees are multigenerational, having been born from 1932 to 1997.

### **NYPR Board of Trustees and Community Advisory Board demographics as of July 2020**

Our diversity goals extend to our Board of Trustees and our Community Advisory Board. NYPR's Board of Trustees has 28 voting trustees, 39% of whom are women, 61% of whom are men, and 25% of whom are people of color. Our Trustees are multigenerational and span over six decades and represent a variety of professional and life experiences. The NYPR Community Advisory Board ("CAB") has 22 members, 77% of whom are women, 23% of whom are men, and 28% of whom are people of color. Our CAB is also multigenerational and spans over five decades and represents a variety of professional and life experiences.

## **NYPR's FY21 Diversity, Equity & Inclusion goals, and initiatives**

Continue to build a diverse, equitable, and inclusive culture that increases belonging in the organization and reflects the communities we serve. To support this priority:

- Develop an FY21 DEI Action Plan that outlines NYPR's commitments and goals
  - The Action Plan was developed by key members of NYPR leadership, NYPR's DEI team, and 20 members of NYPR's staff nominated by their colleagues and selected to represent a broad diversity of experiences, identities, and roles within the organization. The goal is to have a DEI Action Plan to socialize with the staff and publicize by the end of 2020.
- Included in the plan is a series of commitments that are essential to our goal of building a strong culture of inclusion in the three areas below:
  - Recruiting and hiring
  - Retention
  - Diverse audiences
- Identify DEI training for organization participation that will further NYPR's goal to build racial equity and emphasize how to challenge and change institutional racial inequities

## **NYPR's Diversity, Equity & Inclusion initiatives in recent years**

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

- We conducted in-person exit interviews and surveys to gather information from departing employees to help us improve working conditions, retain existing employees, and identify potential problem areas within the organization.
- We have begun to develop more inclusive recruitment and hiring practices that include identifying where biases might exist in our hiring process.
- We have focused more 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.
- We have developed a directory of paid and non-paid resources to help us source more broadly for diverse candidates.
- In spite of COVID-19, we were able to attend two virtual career fairs to attract diverse candidates for our open roles and internships.
- In December of 2019, 26 NYPR staff members traveled to Montgomery, Alabama to visit The National Memorial for Peace and Justice and The Legacy Museum: From Enslavement to Mass Incarceration. Many individuals expressed being inspired by the trip and the programs in which they participated.
- We successfully launched our first-ever Mentoring Program that was developed for job-skill development and opportunities for professional growth for our staff. The program was successfully progressing but was, unfortunately, sidelined due to COVID-19.
- We were able to include our newsroom in our continued efforts with The Source Project and began tracking gender and race/ethnicity of every person in our news features and in All Things Considered Two-Ways.
- We presented our 14th annual Martin Luther King event at the Apollo Theater. It reached the largest diverse audience ever for WNYC both in the theater, on-air and online.