

NYPR Diversity, Equity & Inclusion Statement

At New York Public Radio diversity, equity, and inclusion is more than a strategy or an initiative; it is an organizational mindset that is reinforced every day. Ultimately, we strive to place our employees at the center of our thinking and pursue inclusive strategies to support and encourage them and create a more engaged, committed, and productive workforce. Diversity, equity, and inclusion are especially important to us as a media organization because a diverse workforce allows us to report with perspective and insight, and deliver a variety of content reflecting the diverse population we serve in New York City and beyond. 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.

NYPR workplace demographics as of July 2021

For the period of July 1, 2020, through June 30, 2021, NYPR's total workforce included 322 active regular employees. 57% were female, 43% were male, and 34% 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 2021

Our diversity goals extend to our Board of Trustees and our Community Advisory Board. NYPR's Board of Trustees has 27 voting trustees, 37% of whom are women, 63% of whom are men, and 30% 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 25 members, 64% of whom are women, 36% of whom are men, and 32% 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 FY22 Diversity, Equity & Inclusion goals, and initiatives

One of our strategic priorities is to continue to build a vibrant, diverse, equitable, and inclusive culture that reflects the community we serve.

To support this goal, we are working to be a hub for talent; deliver and build on our calendar year 2021 Race Equity Action Plan; invest in our people through training and development; and break down silos to foster communication throughout NYPR.

- We are rolling out Manager Training in October/November 2021 designed to better equip our people managers with leadership competencies.
- We have begun to develop more inclusive recruitment and hiring practices that include diverse staff interview panels, a Hiring Playbook, and identifying where biases might exist in our hiring process.
- We continue to focus 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.
- All of our newsroom, Studios, and WQXR teams take part in our continued efforts with The Source Project and are tracking gender and race/ethnicity of every person in our news features and in All Things Considered Two-Ways.
- We identified an organization to do our antiracism training for organization participation that will further NYPR's goal to build racial equity and emphasize how to challenge and change institutional racial inequities. Training will launch January/February 2022 and will consist of six hours of training for staff and twelve hours for people managers and senior leadership.
- We are in the programming stage for the 16th annual Martin Luther King, Jr. day celebration scheduled for January 9th, 2022. This year's theme, Activism, Athletics and the Arts focuses on how Dr. King leveraged the influence of artists and athletes in the civil rights movement and how that legacy of activism in the arts and sports continues today.

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

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

- Developing the calendar year 2021 Race Equity 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 Action Plan was socialized with the staff and publicized in March 2021.
 - Included in the plan is a series of commitments essential to the goal of building a strong culture of inclusion in the three areas below:
 - Strengthening Our Internal Culture
 - Building and Serving Diverse Audiences
 - Transparency & Accountability
- We conducted robust audience research for WNYC/Gothamist, WNYC Studios, and WQXR, which helped inform our three-year strategic plans launched in FY22.

- In spite of COVID-19, we presented our 15th annual Martin Luther King event at the Apollo Theater on virtual platforms and via radio broadcast to over 350 stations nationally.
- In July 2021, we instituted BIPOC listening sessions to further engage this critical staff segment providing an additional platform to listen to their ideas and issues and to discuss key information around organizational initiatives.
- Our Employee Resource Groups continue to develop and we have invested financial and leadership resources to enhance the skill development aspects of participation. This includes providing a set of standards by which ERG growth and programming should be measured.
- Accelerating Leaders of Color is a pilot program launched in April 2021 aimed at supporting, retaining, and advancing the leadership skills of our Black Indigenous People of Color leaders. We piloted with a small cohort and the program includes one-on-one coaching with an outside executive coaching firm and internal mentoring with our senior leaders. We expect to continue the program with a second cohort starting in 2022.