

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

In broad terms, New York Public Radio (“NYPR”) defines diversity 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 where all voices are encouraged and heard is a core part of our values as an organization.

At NYPR, Diversity, Equity, and Inclusion (“DEI”) is an integral part of our organizational mindset that we aspire to every day in our journalism, storytelling, conversation, and music programming. DEI is especially critical to our work as a mission-driven media organization because a diverse workforce is essential to delivering content that reflects and serves our audiences in New York City, the region, and beyond. Inside our organization and in the content we produce, we strive to be an institution where all voices are encouraged, valued, and heard.

### **Our employment policies**

NYPR 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 2022**

For the period of July 1, 2021 through June 30, 2022, NYPR’s total workforce included 322 active regular employees. 55% were female, 45% were male, and 38% were people of color. Our employees are multigenerational, having been born from 1932 to 1999.

### **NYPR Board of Trustees and Community Advisory Board demographics as of July 2022**

Our diversity goals extend to our Board of Trustees and our Community Advisory Board (“CAB”). NYPR’s Board of Trustees has 27 voting Trustees, 33% of whom are women, 67% of whom are men, and 22% 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 CAB has 24 members, 63% of whom are women, 37% of whom are men, and 33% 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 FY23 Diversity, Equity, and Inclusion goals, and initiatives**

To help us better serve our communities and live up to our values, NYPR has focused on DEI as core to our strategic vision. This practice continues to inform all decisions across the organization. NYPR leadership will be responsible for ensuring that we achieve our goals, at every level and on every team. To support this priority we published our 2023 Race Equity Action Plan, which outlines 13 commitments for FY23 across three strategic areas: strengthening our internal culture; building and serving a diverse audience; and transparency and accountability. You can review all 13 commitments on the [DEI webpage](#).

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

We know that our DEI work will take time, and we are serious about DEI becoming part of the organization's DNA in a meaningful and lasting way. We've made significant progress towards the commitments we made in our 2021-2022 Race Equity Action Plan, and we've put in many of the foundational systems and processes that will allow us to move forward in year two and in years to come. Each year, we will revisit our goals to ensure that we are moving forward as a community.

Our accomplishments to date include achieving 12 of the 19 commitments outlined in our 2021 Race Equity Action Plan, and some of the commitments relate to ongoing organizational practices. We have a few promises to carry over to the 2023 action plan, and we've added some new promises that are critical to our continued DEI efforts. There are three strategic areas of the plan: 1) Recruitment, Hiring, Training, and Retention; 2) Building and Serving Diverse Audiences; and 3) Tracking, Analysis, and Transparency. These three components encompass 19 tangible commitments with corresponding metrics. Please review [NYPR's inaugural Diversity, Equity, and Inclusion report](#), "Living the Mission," which provides a deep look at how we are tracking against our goals and our aspirations of weaving DEI into everything we do.

### **Strengthening Our Culture - Recruitment, Hiring, Training, and Retention**

- We hired three critical HR roles – Chief Human Resource Officer, Director of Talent Recruitment, and a second Human Resource Business Partner.
- We launched our Black, Indigenous, and People of Color (“BIPOC”) Listening sessions. These sessions provide more community, transparency, communication, progress, and accountability.
- We continue to commit to securing a diverse slate of qualified candidates for all new and replacement roles to generally reflect the demographics diversity in the New York Metro Area. In FY 2021, 53% of our new hires were diverse, and 25% are in leadership roles.
- We developed a Hiring Playbook for hiring managers – a comprehensive guide that standardizes and lays out best practices for the entire lifecycle of the hiring process – from recruitment strategies to writing inclusive job descriptions to behavioral interviewing and successful onboarding. We also held training sessions on the Playbook, interviewing skills, and onboarding best practices so all managers can build positive, consistent onboarding experiences for new employees.
- We formalized the staff interview panel practice, and all hires in 2021, including leadership roles, have included staff interview panels.
- We implemented manager training for all people managers in October 2021. The program is called Managing for Impact and is conducted by Loeb Leadership. We are continuing to roll out the training in April 2022
- As part of our commitment to retaining our BIPOC employees, one new program we launched was the Accelerating Leaders of Color program, providing leadership development and coaching to an initial cohort of 10 staff from across NYPR this year. We have a commitment to sustaining the program and a new cohort will start in the spring.
- We completed Racial Equity Training, where 86% of the staff completed the Building Racial Equity training, designed to help us understand core concepts, shared language, and best practices around racial equity. Our second training in the series was for managers only and was called Organizing for Racial Equity. This training is to deepen our understanding of the connection between race and power, learn strategies to shift power, and strategize and organize to advance racial equity within institutions.

**Building and Serving Diverse Audiences**

- We conducted robust audience research that has informed the three-year strategic plans for WNYC-Gothamist, WNYC Studios, and WQXR.
- We implemented plans to increase our reach among BIPOC audiences, both inside and outside of the New York metro area, and set specific goals as part of the three-year strategic plan we delivered on June 30, 2021.
- The Source Project (“TSP”) is our ongoing initiative to track the demographics of guests and sources featured across the news and content divisions. TSP has been rolled out across all content teams and allows NYPR to track the diversity of the voices and guests featured on air and in our podcasts. Phase two of this work is outlined in the 2022 plan.

**Tracking, Analysis, and Transparency**

- We continue to improve and develop a system to track and assess the diversity of our hiring practices, promotions, retention, and staffing levels across departments and have begun to present the data on a quarterly basis.