

New York Public Radio

Community Representation Statement

New York Public Radio (“NYPR”) strives to represent our diverse and varying populations with high-quality audio programming that reflects the issues most affecting them. We work to provide educational, informational, and cultural content that meets our communities’ needs by prioritizing local news and creating content that addresses the matters most relevant to our unserved and underserved audiences.

Our programming serves as a regional platform with local weekday newscasts, daily public affairs discussions, digital news from Gothamist, and music by composers and conductors by emerging New York area artists. From breaking community news to deep journalistic investigations on local matters to regional music and the arts, we cover New York for all New Yorkers. We constantly work to identify and feature the underreported stories of our communities. As part of our efforts to offer opportunities for learning and discourse that address current issues facing our communities, we have developed in-person programs such as Suds & Civics, where WNYC turned New York laundromats into hubs of civic dialogue. As an effort to better understand our local communities’ concerns and to amplify their voices and perspectives, we produce community engagement events such as our annual celebration of Martin Luther King, Jr. at The Apollo Theater.

Governance and Staff Representation

New York Public Radio’s station activities and practices are consistent with the Equal Opportunity provisions in the Radio Community Service Grants General Provisions of the Corporation for Public Broadcasting and with other applicable federal and state laws.

NYPR is committed to reflecting the communities we serve throughout New York City in our station employment, board of trustees, and community advisory board.

NYPR continuously works to build a workplace representative of the communities we serve. Our Employment Statistical Report (“EEO report”) can be found on our Annual Review page [here](#).

The NYPR Board of Trustees has 30 voting trustees. Information about our Board of Trustees can be found [here](#).

The NYPR Community Advisory Board (“CAB”) has 25 members. Information about our Community Advisory Board can be found [here](#). Information on our DEIAB efforts can be found [here](#).

Current Representation Initiatives

NYPR is committed to reflecting the diversity of the communities we serve throughout the New York metropolitan area and continuously works to integrate our DEIAB efforts into our larger organizational goals and work.

In order to elevate underrepresented voices in our content, we find it essential to foster a more inclusive and welcoming workplace, build cultural competencies, and increase cross-cultural understanding for all our staff. This past year, we provided all employees training on Cultural Competencies for People Managers, Honoring Authenticity, Myths, Tropes and Stereotypes, LGBTQIA2+, and Neurodiversity.

Additionally, through The Source Project and its ability to measure the ethnic and gender diversity in our content and news sources and of our on-air guests and contributors, we empowered our content makers to develop programs more responsive to the communities and audiences we serve.

To expose our listeners to a wider variety of cultural, artistic, and community experiences available throughout the New York Metropolitan area, we continued our WQXR Project Airlift initiative, providing complimentary on-air promotion to 30 BIPOC-led cultural organizations to help extend their reach to new audiences.

NYPR continued to produce *Radio Rookies*, WNYC's Peabody Award-winning initiative that gives New York City teenagers and young adults the tools and training to create radio stories about themselves, their communities, and their world. We further increased the program's reach this year by partnering with more schools and community groups to serve more students. This year's Radio Rookies shared stories on gentrification, public housing, and the meaning of home.

Future Representation Initiatives

As part of NYPR's ongoing work to reflect our local communities, we are planning the following:

- Enhance and expand The Source Project by investing in technology upgrades that integrate our systems, and training to continue to track and analyze guest diversity data more efficiently. Utilize insights to set actionable goals, develop target content strategies to attract and engage underrepresented audiences, and promote inclusive storytelling that reflects our communities' diversity.
- Increase accessibility efforts at NYPR through the development of an overall organizational accessibility policy and implementation of a multi-year accessibility plan that will improve how we reflect and respond to our disability communities. Identify actions that will help increase organizational awareness, remove barriers to access for our programming, and lay the groundwork for more comprehensive accessibility improvements. This may include examining internal organizational practices, increasing training, and investigating funding sources for journalism and programming initiatives.