

## **YOUR PUBLIC RADIO'S COMMITMENT TO A DIVERSE, INCLUSIVE AND EQUITABLE WORKPLACE**

As a public media provider for the greater Baltimore and Maryland counties, Your Public Radio is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment in order to enhance and improve its ability to effectively serve the public. Our aim is to create a diverse working environment with regard to ethnicity, race, gender identity, nationality, age, language, religious affiliation, sexual orientation, socioeconomic background and physical abilities. Your Public Radio adheres to rigorous non-discrimination policies, ethics policies and actively commits to equal opportunity hiring and affirmative action in our workplace.

### **Your Public Radio's Diversity Goals**

- To recruit and retain a diverse workforce that is representative of our service area.
- To educate our management and staff in best practices to maintain an inclusive, diverse and accepting environment for all persons.
- To integrate the principles of diversity, equity and inclusion into all aspects of our operations.
- To engage authentically with our audience through our programming and other initiatives in such a way that reflects an enduring commitment to diversity, equity, inclusion and access.
- To provide equal opportunity in employment.

### **Your Public Radio's Diversity Practices and Initiatives**

- Your Public Radio commits to diversity and equal employment opportunity in every aspect of our personnel policy and practices including: recruitment, selection, placement, training and advancement of employees.
- Recruitment for employment and internship opportunities at Your Public Radio takes place through an open and fair process.
- Your Public Radio intentionally reaches out to associations and organizations to promote employment opportunities with the goal of attracting a diverse candidate pool.
- Your Public Radio management and staff attend training seminars and workshops in order to maintain a culture of respect and non-discrimination.
- Your Public Radio management regularly reviews practices designed to fulfill the station's commitment to diversity and to meet applicable FCC and EEO guidelines.
- Your Public Radio's Community Advisory Board continues to recruit an active group that reflects the diversity of our community.
- Your Public Radio's Board of Directors continues to recruit board members from diverse backgrounds.
- Staff, management, Board of Directors and our Community Advisory Board annually review and revise the diversity statement and activities at the end of each fiscal year

## WYPR's Activities to Increase Diversity in the Past 2-3 Years

- **Recruitment:**

- Anthony Brandon Fund – Established a fellowship fund in 2019 to help recruit diverse journalists, producers and media workers.
- Report for America – In 2020 and 2021, joined the national service program that places emerging journalists into local newsrooms to report on under-covered issues and communities. We have been selected again as a host for a new corps member for 2022-2023. This will be the second RFA reporter to join our award-winning newsroom; Health and Housing reporter Sarah Y. Kim is currently in her second year of reporting and will be staying on for a third year.
- Cristo Rey Jesuit High School - Continued internship program to provide an opportunity for students of diverse backgrounds to acquire broadcasting skills, basic business knowledge as well as real-world experience. (2008-present)
- Think Public Media – In 2020 and 2021, participated in this initiative designed to sustain efforts throughout the year aimed at recruiting journalists of color to public media. The initiative led by NPR and a group of member stations now includes a database of applicants and resumes collected at affinity journalism conferences (NABJ, NAHJ, NAJA, AAJA, SAJA and ONA) and job fairs dating back to 2016.
- Launched effort to interview at least one qualified diversity candidate for each senior leadership position hire. Effort resulted in four diverse candidates selected for senior staff positions from 2019 -2020 including the top executive.
- Hired two on-air voices with diverse backgrounds as fulltime staff members in 2021 and 2022.
- Continued special efforts to post positions to attract a diverse candidate pool, including college career boards at local HBCUs. (2021-present)
- In the spring of 2021, WYPR launched an annual self-identification survey process to track diversity statistics of our staff over time. In the fall of 2021, WYPR launched an annual self-identification survey process to track diversity statistics of our Community Advisory Board and Board of Directors over time. The results of the survey will enhance the depth of the statistics required by CPB as well as reporting on WYPR's Diversity Statement. Public transparency about this information is an important part of how we show up in the community.

- **Retention:**

- 100% of employees participated in CPB's online harassment prevention training course that was updated in 2021 to include issues of diversity, equity and inclusion. This course was designed to increase an employee's awareness and knowledge of applicable laws surrounding harassment prevention and the impact these laws have on current job responsibilities. (2018-2021)

- Staff, at all levels, regularly attends professional development trainings and webinars with Public Media for All, NAB, Greater Public, Current, Poynter Institute and more. (2019-present) As an example, WYPR's Digital Producer attended The Power of Diverse Voices: The Poynter Minority Writers Workshop. A transformative four-day seminar that helps journalists of color find their voice and build skills for writing opinion pieces and personal essays. (2019)
  - Eleven Your Public Radio staff members completed a professional development opportunity, joining Racial Equity, Diversity, and Inclusion (REDI) Strategist Danielle Marshall of Culture Principles and Executive Coach Wendy Moomaw of the Conscious Collaboratory<sup>SM</sup>, for Reimagining Racial Equity, an eight-week workshop intensive in January/February and April/May of 2022. In this program, participants explore racial equity more deeply: what it is and how it differs from, and is more than, diversity and inclusion.
  - Updated the Your Public Radio Parental & Family Medical Leave Policy to include up to ten weeks of paid leave to care for a child born or placed for adoption. (2021-present)
  - WYPR's Courageous Conversations Committee continues to host internal conversations every other month focused on DEI efforts in the all-staff meetings. (2020-present)
- **Programming:**
    - Taking a leadership role in prioritizing coverage of diversity and racial equity issues, the Murrow Award-winning show *Midday with Tom Hall* worked aggressively to increase the racial and ethnic diversity of its guests by implementing a tracking system report on their story sources and guests. (2020-present)
    - Local program, *Out of the Blocks*, featured a mosaic of stories and voices from diverse Baltimore neighborhoods. The last episode of this National Edward R. Murrow award-winning program aired on August 6, 2021.
    - *On the Record* initiated a monthly series, *Pass the Mic*. The show invites outside hosts to choose guests and direct the conversation. This segment intentionally invites people who identify as women and Black, Indigenous, or people of color (BIPOC) to host. (October 2021-present)
    - *The Weekly Reader* program made a commitment with the National Book Critics Circle pledging that at least 30% of the books reviewed on the show will be written by people who identify as BIPOC. (2021 – present)
    - Hired a prominent African American woman who is a noted storyteller, teacher and actress to host *Wavelength: Baltimore's Public Radio Journey*. This podcast is WYPR's signature program in honor of our 20<sup>th</sup> anniversary year. Additionally, all episodes will be transcribed for those with hearing impairment.
    - In 2020, launched the Community Advisory Board's (CAB) Community Conversations event series to cast a wider net for their ascertainment process. This resulted in more diverse community voices for possible inclusion in WYPR's local programming and news. (2020 to present)

- Produced commentary series offering various perspectives on issues from a diverse set of contributors. (2019-2020)
  - Inclusion of Spanish language video content in 2020 voter resources.
  - Began airing Latino USA in 2020.
  - In January 2021, WYPR's Courageous Conversations Committee launched a pilot Diversity Tracking Tool program. The purpose of this tool is to measure our effectiveness in reflecting diversity in everything we do - from news, talk and public affairs programming heard on-air to harnessing the organization's purchasing power with vendors and event partners.
- **Community Engagement:**
    - Continued to offer media sponsorships in support of a diverse group of community businesses and organizations including Baltimore Pride, Girl Scouts' Women Awards, Outward Bound, Hearing & Speech Agency, Asia North Festival, Reginald F. Lewis Museum, Baltimore Hebrew Congregation, Chesapeake Downs Syndrome, Griots' Circle of Maryland, St. Vincent de Paul and many others. (2002-present)
    - WYPR's Development department continues to make it a priority to partner with and support local, minority-owned businesses and artists whenever possible for fundraising drives. Specific examples include Thread Coffee Roasters and Landis Expandis Entertainment for the 2021 pledge drives.
    - In June 2021, hosted a free virtual event presented in partnership with Call to Mind — American Public Media's mental health initiative — as part of the Well Beings Youth Mental Health Project and its Well Beings Tour. This live, virtual discussion was hosted by Sarah Y. Kim, WYPR's Report For America Health and Housing Reporter, and Anthony Brandon Fellow, and Farajii Muhammad, former host of WEAA's *For The Culture with Farajii*.
    - Partnered with Wide Angle Youth Media to produce a 2020 Virtual Graduation Ceremony featuring D. Watkins, Erricka Bridgeford and Lady Brion.
    - From 2020 to 2022, WYPR's Chief of Staff joined the Station North Arts District Task Force to help further the station's investment and involvement in our local neighborhoods.
    - Your Public Radio's Board of Directors and Finance Committee added a DEI component to station's restricted investment portfolio in the fall of 2021.
    - WYPR was a presenting (paid) sponsor for the first annual Celebration of Black-Owned Businesses in Baltimore with Hamilton-Lauraville Main Street in October 2021.
    - In March of 2022, WYPR participated in a virtual panel with the Black Public Media Summit, moderated by WYPR's Health and Housing reporter Sarah Y. Kim, called *Unsung Heroes: Vaccine Health Champions*. This virtual event created a platform to directly connect with community and non-profit leaders in the greater Baltimore area.

## **Specific Diversity and Inclusion Initiatives for The Coming Year**

- Hire a person of color or diverse host to be added to regular weekly on-air programming.
- Identify and implement a tool to track, measure, and report on our effectiveness at reflecting diversity in our community. The purpose of this tool is to measure diversity in everything we do - from the story sources, perspectives and voices heard in on-air news, talk and public affairs programming, to harnessing the organization's purchasing power with vendors and event partners.
- Undertake a professional development effort designed to reach diverse journalists and content creators.
- Continue Courageous Conversation series with all staff.
- Launch an effort to provide transcripts for WYPR content.
- With our HR partner, relaunch WYPR's internship program with an eye for equity in recruitment efforts and create a toolkit for hiring managers to support DEI efforts during onboarding at the organization.

### **Note on WTMD**

During November of Fiscal Year 22, WYPR acquired the license to WTMD, and we are now beginning the process of fully integrating the two staffs. The Your Public Radio Board is now the governing board for both stations, and the Your Public Radio CAB is now the advisory board for both stations.

This report only reflects the self-identification statistics for the WTMD staff. In subsequent reports, the sections "Activities to Increase Diversity in the Past 2-3 Years" and "Specific Diversity and Inclusion Initiatives for The Coming Year" will be reflective of both stations.

### **WTMD's Diversity Goals**

- To recruit and retain a diverse workforce that is representative of its service area.
- To provide equal opportunity in employment.
- To educate its management and staff in best practices for maintaining an inclusive and diverse environment for all persons.

### **WTMD Diversity Practices and Initiatives**

- WTMD is committed to diversity and equal employment opportunity in every aspect of personnel policy and practice including: recruitment, selection, placement, training and advancement of employees.
- Recruitment for employment opportunities at WTMD takes place through an open and fair process.
- WTMD job postings are submitted to professional minority organizations consistent with its established FCC EEO program with the goal of attracting a diverse candidate pool. Special effort will be made by WTMD management and search committee members to recruit minority candidates.

- WTMD management and other appropriate staff will attend training seminars or workshops in order to learn ways to create a more diverse workforce and to maintain a culture of respect and non-discrimination. WTMD management will review practices designed to fulfill WTMD's commitment to diversity and to meet applicable FCC guidelines, as documented in WTMD's annual FCC EEO Report and its annual Diversity Report.

#### **Diversity at WTMD**

- WTMD has 14 permanent members of its public radio staff. Women comprise a total of 43% of WTMD's permanent staff and will continue to recruit diverse candidates for future open positions. WTMD's staff generally reflects the demographic makeup of its listening area.

## Diversity at WYPR

**As of April 2022, WYPR's employment statistics for employees are as follows:**

*Please note that respondents can select more than response for each question so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.*

<b>EMPLOYMENT STATISTICS</b>					
As of April 2022					
HEADCOUNT (Full + Part Time): 35					
What is your ethnicity?	Responses		What Maryland County do you live in?	Responses	
White	65.71%	23	Harford County	2.86%	1
Black or African American	25.71%	9	Anne Arundel County	8.57%	3
Asian	2.86%	1	Howard County	2.86%	1
Prefer to self-describe	5.71%	2	Baltimore County	14.29%	5
To which gender do you primarily identify?	Responses		Baltimore City	45.71%	16
Woman	57.14%	20	Montgomery County	5.71%	2
Man	37.14%	13	Prince George's County	11.43%	4
Non-binary/Third gender	2.86%	1	I live outside of Maryland	8.57%	3
Transgender	2.86%	1	What generation are you part of?	Responses	
Prefer not to say	2.86%	1	Baby Boomer (born 1946 - 1964)	40.00%	14
What is your sexual orientation?	Responses		Gen X (born 1965 - 1980)	31.43%	11
Bisexual	8.57%	3	Gen Y/Millennial (born 1981 - 1996)	20.00%	7
Heterosexual	74.29%	26	Gen Z (born 1997 or later)	5.71%	2
Queer	5.71%	2	Other or unsure (please specify)	2.86%	1
Prefer not to say	11.43%	4			

<b>EMPLOYMENT STATISTICS</b>					
As of April 2021					
HEADCOUNT (Full + Part Time): 35					
What is your ethnicity?	Responses		What Maryland County do you live in?	Responses	
White	71.43%	25	Anne Arundel County	5.71%	2
Black or African American	22.86%	8	Howard County	5.71%	2
Asian	2.86%	1	Baltimore County	17.14%	6
Two or More Races	2.86%	1	Baltimore City	54.29%	19
To which gender do you primarily identify?	Responses		Montgomery County	2.86%	1
Woman	54.29%	19	Prince George's County	11.43%	4
Man	42.86%	15	I live outside of Maryland	2.86%	1

Non-binary/Third gender	2.86%	1		
Transgender	2.86%	1		
<b>What is your sexual orientation?</b>	<b>Responses</b>		<b>What generation are you part of?</b>	<b>Responses</b>
Bisexual	8.57%	3	Baby Boomer (born 1946 - 1964)	40.00% 14
Heterosexual	77.14%	27	Gen X (born 1965 - 1980)	31.43% 11
Queer	5.71%	2	Gen Y/Millennial (born 1981 - 1996)	25.71% 9
Prefer not to say	8.57%	3	Gen Z (born 1997 or later)	2.86% 1
Prefer to self-describe:	2.86%	1		

### Diversity at WTMD

**As of April 2022, WTMD's employment statistics for employees are as follows:**

*Please note that respondents can select more than response for each question so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.*

EMPLOYMENT STATISTICS				
As of April 2022				
HEADCOUNT (Full + Part Time): 24				
<b>What is your ethnicity?</b>	<b>Responses</b>		<b>What Maryland County do you live in?</b>	<b>Responses</b>
White	87.50%	21	Anne Arundel County	8.33% 2
Black or African American	12.50%	3	Baltimore County	45.83% 11
Prefer to self-describe	4.17%	1	Baltimore City	29.17% 7
			Montgomery County	8.33% 2
			I live outside of Maryland	8.33% 2
<b>To which gender do you primarily identify?</b>	<b>Responses</b>		<b>What generation are you part of?</b>	<b>Responses</b>
Woman	33.33%	8	Baby Boomer (born 1946 - 1964)	33.33% 8
Man	62.50%	15	Gen X (born 1965 - 1980)	45.83% 11
Prefer to self-describe	8.33%	2	Gen Y/Millennial (born 1981 - 1996)	20.83% 5
<b>What is your sexual orientation?</b>	<b>Responses</b>			
Bisexual	4.17%	1		
Heterosexual	95.83%	23		
Prefer to self-describe	4.17%	1		

**As of January 2022, our statistics for the Board of Directors are as follows:**

*Please note that respondents can select more than response for each question below so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.*

**BOARD OF DIRECTORS STATISTICS**

As of January 2022

HEADCOUNT: 24

<b>What is your ethnicity?</b>		Responses		<b>What Maryland County do you live in?</b>		Responses	
White	73.91%	17		Harford County	4.17%	1	
Black or African American	26.09%	6		Anne Arundel County	12.50%	3	
				Howard County	4.17%	1	
				Baltimore County	41.67%	10	
				Baltimore City	29.17%	7	
				Frederick County	4.17%	1	
				I live outside of Maryland	4.17%	1	
<b>To which gender do you primarily identify?</b>		Responses		<b>What generation are you part of?</b>		Responses	
Woman	41.67%	10		Baby Boomer (born 1946 - 1964)	58.33%	14	
Man	58.33%	14		Gen X (born 1965 - 1980)	16.67%	4	
				Gen Y/Millennial (born 1981 - 1996)	25.00%	6	
<b>What is your sexual orientation?</b>		Responses					
Heterosexual	95.65%	22					
Prefer to self-describe:	4.35%	1					
<b>Do you consider yourself a person with a disability?</b>		Responses					
No	100.00%	24					

**BOARD OF DIRECTORS STATISTICS**

FY21

HEADCOUNT

25

TOTALS

Male	16	64%	Female	9	36%	25	100%
Persons of color	3	19%	Persons of color	1	11%	4	16%
Non-color	13	81%	Non-color	8	89%	21	84%

**As of January 2022, our statistics for the Community Advisory Board are as follows:**  
*Please note that respondents can select more than response for each question below so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.*

COMMUNITY ADVISORY BOARD STATISTICS					
As of January 2022					
HEADCOUNT: 23					
<b>What is your ethnicity?</b>			<b>Do you consider yourself a person with a disability?</b>		
	Responses			Responses	
Hispanic or Latino	4.35%	1	Yes	4.35%	1
White	52.17%	12	No	91.30%	21
MENA	8.70%	2	Prefer not to say	4.35%	1
Black or African American	39.13%	9	<b>What Maryland County do you live in?</b>		
Asian	8.70%	2		Responses	
Two or More Races	8.70%	2	Harford County	4.35%	1
<b>To which gender do you primarily identify?</b>			Anne Arundel County	8.70%	2
	Responses		Howard County	4.35%	1
Woman	69.57%	16	Baltimore County	13.04%	3
Man	30.43%	7	Baltimore City	73.91%	17
<b>What is your sexual orientation?</b>			<b>What generation are you part of?</b>		
	Responses			Responses	
Gay	4.35%	1	Baby Boomer (born 1946 - 1964)	13.04%	3
Bisexual	4.35%	1	Gen X (born 1965 - 1980)	30.43%	7
Heterosexual	86.96%	20	Gen Y/Millennial (born 1981 - 1996)	43.48%	10
Queer	4.35%	1	Gen Z (born 1997 or later)	4.35%	1
			Other or unsure (please specify)	13.04%	3

COMMUNITY ADVISORY BOARD STATISTICS					
As of July 2020					
HEADCOUNT					
22 max: 25					
			TOTALS		
			1		2
Male	6	27%	Female	6	73%
Persons of color	4	67%	Persons of color	3	19%
				7	32%
				1	1
Non-color	2	33%	Non-color	3	81%
				5	68%

Approved by WYPR Board of Directors – 6/1/22