



Equity, Inclusion and Diversity Report for the Corporation for Public Broadcasting

September 2021

OPB's Draft Equity Statement

OPB's Equity Team (E-team) drafted the following Equity statement. It captures our ongoing journey and commitment to being an anti-racism organization. Once final, it will be posted on OPB.org's equity pages (in development). Input from staff, Board members and our community has been an integral part of our equity process. We are instituting ways that feedback can be an ongoing element of our equity journey.

As a public media organization, OPB has a responsibility to embrace and reflect the diversity of the world, in particular Oregon and southern Washington, and to make equity and inclusion central to everything we do.

We cannot report the stories of today without recognizing the injustices of the past, because history is alive: it continues to shape this place where we live. So to move towards a more just and equal future, we believe we must investigate and confront our region's legacy of and continuing struggles with oppression, marginalization, and systemic racism. While this effort begins with race, it encompasses all forms of marginalization.

We embrace the fact that every person has a unique perspective on both our history and our future, so as we chronicle our region, we strive to tell each story with the care, thoroughness and attention to equity it deserves.

In order to understand and report on the communities that call this region home, OPB's staff needs to reflect those communities. That requires fostering a culture in which people of all backgrounds and abilities experience a sense of belonging, value and investment. Our goal is to create a workplace where every employee feels comfortable asking hard questions and challenging the status quo, knowing that their experiences and opinions will be heard and taken seriously. Shared power, inclusivity and transparency in decision making elevate and strengthen our work, and the commitment to these core institutional values must begin with senior leadership.

This work is complex and ongoing, with no final destination. We have fallen short in the past, for which we apologize. And we will make new mistakes in the future. We commit to acknowledging, correcting and learning from them.

As we work to build the region’s most trusted news organization, we are proud to focus our equity mission on lifting the voices of diverse and marginalized communities, confronting injustices, and holding those in power and those with privilege accountable—beginning with ourselves.

Demographics

OPB’s workforce has a wealth of diversity in all forms and we report annually to the EEOC the racial and ethnic makeup of OPB’s regular status employees. Below is a high-level capture of the data from the past few years. We are actively working to ensure that our staff reflects the communities we serve. To do this, we are focusing not just on recruitment, but more importantly, on retention.

Sep-2021	total staff of color	40	21.51%	Asian	11	5.914%
	total white staff	146	78.49%	Hispanic or Latino	12	6.452%
	<u>total</u>	<u>186</u>		Two or more	14	7.527%
				African American	3	1.613%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
					<u>40</u>	21.505%
May-2020	total staff of color	31	17.71%	Asian	10	5.714%
	total white staff	144	82.29%	Hispanic or Latino	6	3.429%
	<u>total</u>	<u>175</u>		Two or more	11	6.286%
				African American	4	2.286%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
					<u>31</u>	17.714%
May-2019	total staff of color	30	17.65%	Asian	8	4.706%
	total white staff	140	82.35%	Hispanic or Latino	3	1.765%
	<u>total</u>	<u>170</u>		Two or more	14	8.235%
				African American	5	2.941%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
					<u>30</u>	17.647%
Oct-2018	total staff of color	27	16.265%	Asian	7	4.217%
	total white staff	139	83.735%	Hispanic or Latino	3	1.807%
	<u>total</u>	<u>166</u>		Two or more	12	7.229%
				African American	5	3.012%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
					<u>27</u>	16.265%

OPB's equity work October 1, 2020 – September 30, 2021

This past year we have made progress on OPB's equity journey. As an almost 100-year-old media nonprofit and former state agency, we have many opportunities to do better, and our journey follows the [predictable racial equity stages](#). This past year, our Equity Team (E-Team) led our work and we continued our partnership with the Center for Equity and Inclusion (CEI).

Here is a summary of this year's progress and activities:

Board involvement

- In September 2020, the E-team and CEI reported to the Board the results of the anonymous cultural assessment survey. This survey was conducted prior to COVID-19 and was shared with staff in June 2020 through a series of data walks and discussion sessions.
- Quarterly, the Board is briefed on OPB's equity work, including setting our CEO's goals. OPB's equity work is also a standing item on the Board's HR committee's agenda.

Senior leadership

- OPB's Senior Leadership Group continued their intentional work with the Center for Equity and Inclusion through June 2021. This work focused on consciousness raising, understanding white culture and how it shows up in our organization, and beginning to build the skill of making decisions through an equity filter.
- OPB joined [Public Media for All](#) last year – a coalition of public media organizations raising awareness around the need for diversity, equity and inclusion in public media, and adopting key actionable, shared practices for addressing it.

Equity Team

This year, OPB's Equity Team (E-team) drafted a charter which guided our work.

E-team Charter

- Goals
 - Long-term goal: We will establish an environment where OPB's DEI work is reflected throughout the organization -- in our hiring practices, workplace policies, staff evaluations, day-to-day operations and culture. Staff will have a sense of belonging and safety, knowing that their unique contributions are valuable and appreciated. Leaders will be DEI champions, holding themselves and their teams accountable for ensuring an inclusive culture. OPB's work, both internally and externally, will reflect and lift up the communities in which we live.
 - Short-term: In the next year, we will develop and support affinity groups, focus on manager training, and work in partnership with ad hoc DEI committees to make OPB a more equitable place.
- What does the E-team do?
 - We co-lead with the Senior Leadership Group the development and implementation of OPB's equity and inclusion plan.

- We develop and review training materials, participate in and facilitate equity-related meetings and trainings, review and provide input on organizational policies and practices, gather input from staff, and collaborate with the Senior Management Group to build an inclusive culture at OPB.
- We help develop and provide support for affinity groups.
- We develop, revisit, and evolve organizational statements related to OPB's diversity, equity, and inclusion work.
- We are a resource and voice amplifier for staff who have identified equity-related organizational issues.
- We serve as a sounding board for internal and external organizational communications, providing editing and other feedback.
- We oversee the E-Team recruitment and onboarding process to ensure the success of new members.
- We develop and implement mechanisms to measure our success and learn from our failures (both OPB's and as an equity team).
- We provide an annual assessment of the Senior Leadership Group as a management team, tracking progress towards the development of an inclusive culture, diversity, and equity at OPB. We also prepare a self-assessment of our own work and progress as an E-Team.
- What does success look like for the E-Team?
 - For the E-Team, success is an infusion of the values of this DEI work into the OPB work culture. While this work can produce results in both the short and long term, it is a continuous practice. We understand that as does our work evolve, so do we.
 - Success will include tools that help us measure our linear progress (such as an Equity Plan and periodic cultural assessment surveys) will help build organizational accountability. Other tools like an Equity Lens and Equity Statement, will help keep us accountable to each other as we do our internal and interpersonal work, and will give our communities an opportunity to determine how our public actions are measuring up against our defined equity goals.
 - The E-Team will also continue to grow its relationship with other groups in the organization (DEI Committee, affinity groups). These groups will work alongside the E-Team when directly addressing areas within the organization that can be improved upon. The success of these relationships with other groups is also important. The understanding is that DEI work will help to serve as a guide for the E-Team and additional groups created within OPB.

Here are some additional activities of the E-team:

- This year has been a year of transition on OPB's E-team. In the Spring of 2021, we recruited and welcomed some new members and said goodbye to some of our founding members. To do this, we created a team charter (captured above) and the new members participated in the Center for Equity and Inclusion's multi-day training called "Reframing Racism."
- The E-team continued our work on drafting **OPB's Equity Statement**. This year we gathered input from the staff through interactive conversations and feedback forms. We sought input

from the Community Advisory Board (CAB). Ultimately, we took it to a few of the communities we serve and are about to do a slight revision based on that feedback. Our plan is to revisit this statement annually, so that it is a living statement that reflects the organization as we evolve. As noted above, it is still in draft form.

- We also sought feedback about our **land acknowledgement**, particularly from the tribes whose land OPB's buildings are on, and whose land the communities we serve reside on. We have paused that process so that we can better answer the question of how we plan to use this acknowledgement of our land history.
- We are currently developing OPB's **equity plan** and will review it with our Senior Leadership Group at our bimonthly meeting in mid-October. In that meeting, we will ensure the plan reflects our organizational strategic priorities and will identify specific tactics to move us forward in our equity work.
- The E-team supported the forming of the BIPOC affinity group and the white learning group.
- We have conducted training sessions with various OPB departments, such as with Technology's Engineering and Media Ops teams.
- E-team members organized listening sessions on DEI with the Content department.
- As a result of the E-team's advocacy, 30+ staff attended the Partners in Diversity NW Equity Summit (everyone in the organization was invited). The E-team followed up with small group conversations collecting the learnings and create space for conversations about moving our equity work forward.
- As an onboarding practice for new hires, the E-team has intentional conversations with each new employee to introduce them to OPB's efforts in equity work, such as how equity is prioritized as one of OPB's three organizational strategies (along with Journalism and Digital content).
- We are supporting and collaborating with the committees that have been established within our Content and Development groups to evaluate their respective functions, policies and practices with an equity lens. This is a great step forward in making sure our equity work permeates into our day-to-day functional group work. For example:
 - OPB's DEI Content Committee is a group made up of 11 employees working in OPB's various content departments. They meet bi-weekly to discuss and focus on issues related to content, coverage, hiring and internal practices within OPB's content units.

All-staff training

- In the early Fall of 2020, all of OPB's staff participated in two half days of DEI training, facilitated by CEI.
- The goal was to have everyone at OPB engaged in this work, acknowledging that some at OPB are far along in their understanding of DEI, while others are just beginning. This training was an opportunity for all of us to share a foundation of knowledge and understanding so that we can move forward as an organization.
- After the training, the E-team gathered feedback, learned from that experience, and adjusted our next steps.

Supervisor/Manager training

- In Spring 2021, we began a series of eight monthly training sessions for supervisory and management staff. From our work with the cultural assessment, we knew that our supervisors needed more awareness and skills.
- We started with a monthly two-hour training, followed by a series of small discussion groups that met monthly. This shifted into longer sessions as we dug into the curriculum.
- This training was completed in August 2021.

Pay equity study

- In Fall 2020, our Human Resources team began a salary equity study with Trüpp, a human resource consulting company. Part of this process included having staff complete a pay equity questionnaire in December 2020 and early January 2021. Every step of the process has taken longer than expected, and continuous progress is being made.
- Once the internal work is complete, which should be by late Fall 2021, we'll turn our focus to an external market analysis.

Affinity groups

- Internally, we've formed various groups and conducted training to raise awareness around topics, practices and experiences in diversity, equity and inclusion.
- We currently have a BIPOC affinity group and a white learning group that meet regularly to create the space needed to have important and personal discussions.

Human Resources' equity focus and change to People & Culture

In September 2021, OPB's HR team became OPB's People & Culture team. With this change, we named our intentional shift from having an HR strategy to having a people strategy. Historically, our HR function has focused on managing employee logistics (such as hiring, job changes, compensation, etc.). The logistics of HR are still critical, but we need to manage those logistics in a framework that centers employee engagement and organizational transparency. This shift helps us to move from a reactionary posture to a more nimble and pro-active approach.

On the People & Culture team, the highest priority is operationalizing equity work. They are committed to evaluating systems and processes using an equity filter. They are especially focused on organizational practices that affect the people of OPB. Here are a few of the examples of what they've put in place this past year:

- They shared documentation with staff of how and why decisions are made, building transparency. This has included overviews of how/when we hire temporary employees instead of benefit-eligible regular status employees, what a position description is and how it's used, and why, how and when compensation changes are made.
- As part of OPB's hiring processes, our Director, Employee Engagement engages each hiring panel in bias awareness training, focusing on the biases that often happen during hires.

- Similarly, as part of our annual performance review process, OPB's Director, Employee Engagement engaged supervisors in bias awareness training, focusing on the biases that often happen during review processes.
- With our fiscal year 2021 goal setting, we have introduced the concept of SMARTIE goals (strategic, measurable, ambitious, realistic, time-bound, inclusive and equitable).
- In each set of application questions, there is at least one question relating to equity in the role and how the potential employee can contribute to OPB's equity journey.