



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

September 2022

### **OPB's Equity Statement**

The following statement was created by OPB's E-Team, a group of OPB employees drawn from a variety of departments who are committed to upholding OPB's diversity, equity, and inclusion efforts. Our Equity Statement captures OPB's ongoing journey and commitment to being an anti-racism organization. Our Equity Statement is accessible via [OPB.org's equity pages](https://www.opb.org/equity).

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

We have continued to make steady improvements towards recruiting and maintaining a diverse workforce, 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.

Aug-22	Total staff of color	46	24.73%	Asian	12	6.452%
	Total white staff	140	75.27%	Hispanic or Latino	14	7.527%
	<u>total</u>	<u>186</u>		Two or more	15	8.065%
				African American	4	2.151%
				American Indian	1	0.538%
				Native Hawaiian	0	0.000%
					<u>46</u>	<u>24.731%</u>
Sep-21	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>	<u>21.505%</u>
May-20	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>	<u>17.714%</u>
May-19	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>	<u>17.647%</u>

Oct-18	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>	<u>16.265%</u>

### **OPB's equity work October 1, 2021 – September 30, 2022**

This past year we have made significant 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. Multiple working groups, affinity groups, and dedicated individuals have been working across the organization to achieve a more equitable workplace.

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

#### **Board involvement**

- In **December 2021** OPB's Board of Directors adopted a new Strategic Framework which included twelve high-level directional guideposts. Several of these guideposts include indicators of a healthy and more equitable organizational culture, such as greater diversity in managerial and supervisory staff, retention of BIPOC employees, and regular internal staff culture surveys.
- As part of the new Strategic Framework, OPB is undertaking a mission refresh project that will update OPB's current mission statement, which was adopted in 2007. OPB has engaged two consulting firms, DHM and Weinstein PR, to create a new mission, vision, and values with a focus on reaching and engaging new audiences. The project team has conducted internal listening sessions with members of the E-Team and DEI Content Committee and will also hold external listening sessions with focus groups comprised of young and diverse residents of Oregon and Southern Washington.

#### **Senior leadership**

- After an expansive national search, OPB hired **Equity Leader** Shayna Schlosberg in May 2022. In this new role to the organization Shayna is responsible for driving the strategy, vision and implementation of OPB's work to become an inclusive and anti-racist organization. The Equity Leader sits on the Senior Leadership Team and reports to the CEO. She assumed leadership of the E-team and will finalize the Equity plan they have drafted.
- **Brevity and Wit**, a strategy and design firm that combines human-centered design, the psychology of behavior change, and the principles of diversity, equity, and inclusion, has

been working with the senior leadership team on designing for equity, shared power, and shared decision-making.

### **People & Culture**

- In April 2022 Trupp HR complete an **Internal Pay Equity Audit** which was shared organizationwide. The study found two key findings:
  - OPB's practices for placing employees into their pay range at hire, promotion, reclassification, and demotion will need to be revised in order to maintain pay equity amongst employees performing substantially similar work.
  - The pay equity study identified fewer than 15 employees to recommended for pay rate adjustments to better align them with others that perform similar work.
- The external market analysis of OPB salaries is currently underway and will be ready to share in Fall of 2022.
- Starting September 2022 People & Culture began rolling out the implementation of a new performance management/employee engagement tool called **15Five**. This robust tool will support OPB equity goals in many ways such as providing more visibility to OPB's performance review process, capturing and tracking DEI goals for each individual employee, and offering ongoing professional development trainings.
- People & Culture leadership worked with the Equity Leader and CEO to draft policies around promotions and transfers.

### **WORKING GROUPS AND EMPLOYEE RESOURCE GROUPS**

#### **Equity Team (E-Team)**

With the hiring of OPB's Equity Leader the E-team is working to redefine its role in the organization. Over the next year the E-team will work with the Equity Leader to draft a new charter that will transition the E-team from a working group to an advisory role. Below are some of the E-team's activities from the past year:

- Published public-facing Equity pages on OPB.org that captured OPB's equity journey and vision for our broader community
- Established regular check-ins with the Senior Leadership Team to track DEI progress
- Drafted a policy for creating new affinity groups and employee resource groups
- Worked with People & Culture to build and refine the DEI onboarding session with all new employees

#### **DEI Content Committee Activities**

Now in its second year, the DEI Content Committee has continued its work of reviewing and providing feedback on OPB produced content before publication and production and advising on recruiting and hiring practices. Activities from this past year include:

- The content review committee continued its work of providing feedback on submitted stories and content
- Collaborated with the VP of Content to draft a source tracking form
- Identified speakers for a DEICC speaker series

- Partnered with the E-team to advance the initiatives from the first DEI Content Town Hall and begin to plan a second town hall

### **White Learning Group**

The white learning group is for staff to work explicitly and intentionally together on understanding white culture and white privilege and to increase critical analysis around these concepts. Over the past year the group has met monthly virtually. They have also started the process of contracting an outside consultant to lead a six-month training program

### **BIPOC Affinity Group**

The BIPOC affinity group is a communal space for OPB BIPOC staff to gather and be in community. The group has two meetings per month, which include a monthly virtual check-in and a monthly in-person outdoor gathering.

In Summer 2022 members of the **DEI Content Committee** and **E-Team** received stipends for leading organizational DEI initiatives. Members of these two groups carried out this work in addition to their daily responsibilities.

### **CEI Facilitator Cohort**

This past year six staff members from a range of departments and positions completed the **Center of Equity & Inclusion's Facilitator Intensive**.

### **RECRUITMENT, FELLOWSHIPS, AND INTERNSHIPS**

This year in-person conferences returned and as part of OPB's recruiting efforts we again sent representatives to the National Association of Black Journalists, National Association of Hispanic Journalists, and Asian American Journalists Association conferences.

OPB continuously evolves our internship and fellowship programs. As of 2020 all programs are paid opportunities and include the following:

#### **AAJA-SPJ Emerging Northwest Journalists Internship**

The Asian American Journalists Association's Emerging Northwest Journalist Internship, sponsored in partnership with the Society of Professional Journalists Greater Oregon Pro Chapter, is intended to provide opportunities for members of racial and ethnic minority groups that are underrepresented in Pacific Northwest newsrooms. In Summer 2022 OPB was selected to host an intern.

#### **Joan Cirillo Emerging Journalist Fellowship**

OPB's Joan Cirillo Emerging Journalism Fellow spends a year immersing themselves in the many possible career opportunities in public media. Each fellow's year will be unique and includes 3-4 rotations with different teams based on interest. A standard year will include periods reporting for the OPB news team, producing segments for a daily talk show or news magazine and producing video stories for digital and broadcast. Training is provided for all rotations so that the fellow gains proficiency in different skills and exposure to the varying roles that one could

pursue in public media. The fellowship year will also include regular meetings with a mentor, career counseling video chats with journalists elsewhere in public media and professional development opportunities such as attending journalism conferences and webinars. In Fall 2022 we graduate a second fellow through this program.

### **OPB's Internship for Emerging Journalists**

OPB offers the Internship for Emerging Journalists. OPB is committed to creating public media career pathways for traditionally underrepresented individuals. This full-time internship serves with our award-winning, live, daily news show, "Think Out Loud®". Applications are accepted in the fall. The internship begins in the summer (May or June) and lasts for 10 weeks.

### **Jon R. Tuttle Journalism and Production Diversity Internship**

OPB offers this internship to increase participation of people with diverse ethnic backgrounds who are traditionally underrepresented within public broadcasting. This full-time internship serves in a journalism or production role here at OPB. Applications are accepted in the fall. The internship begins in the summer (May or June) and lasts for 10 weeks.