



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

September 2023

We are building a better, more inclusive and responsive public service for all communities in our region, growing an OPB staff that reflects those communities, and creating a workplace where our employees of color feel safe, feel seen and can thrive.

OPB's equity journey is continually shared through our website's [equity pages](#).

OPB's equity statement

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 toward 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 the attention to equity it deserves.

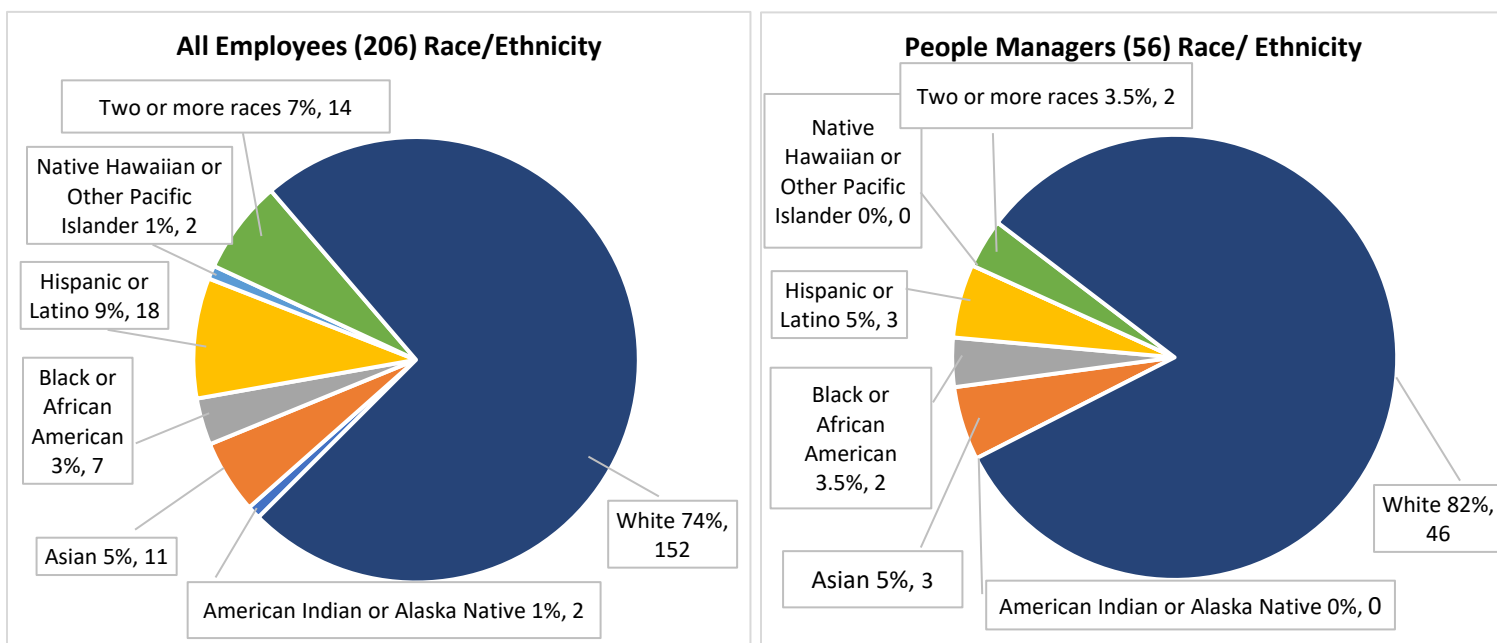
In order to understand and report on the communities that call this region home, OPB's staff needs to reflect those communities. That requires fostering a culture in which people of all backgrounds and abilities experience a sense of belonging, value and investment. Our goal is to create a workplace 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.

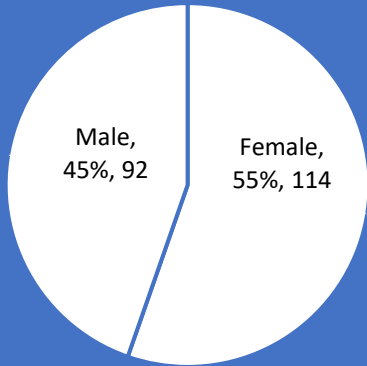
Demographics

We have continued to make steady improvements toward recruiting and maintaining a diverse workforce. Annually, we report the racial and ethnic makeup of OPB’s regular status employees to the EEOC using their required definitions. Below is a high-level capture of that data as of 9/15/2023. The graphs display current data, followed by information 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.

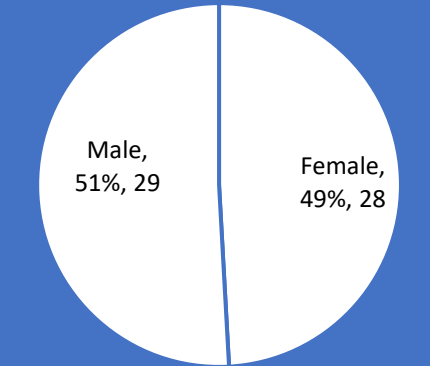


Starting in 2023, OPB employees have been able to select from a drop down that includes: Female, Male, Nonbinary, Transgender, Transgender Woman/Female, Transgender Male, Other, or Prefer Not to Say. Employees are also offered an optional self-identification text box. As of September 2023, all employees have selected only either the Female or Male options.

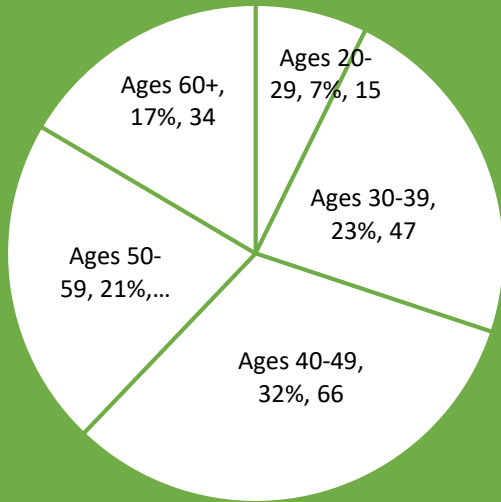
ALL EMPLOYEES GENDER



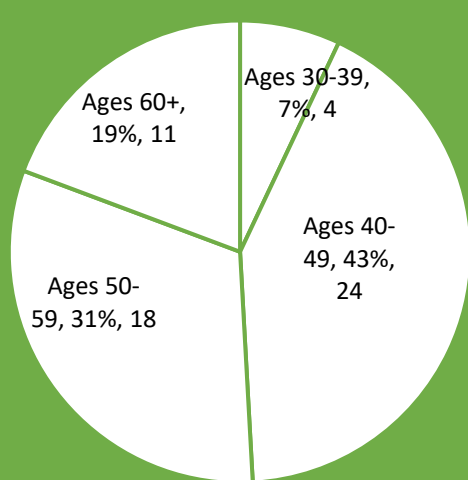
PEOPLE MANAGERS GENDER



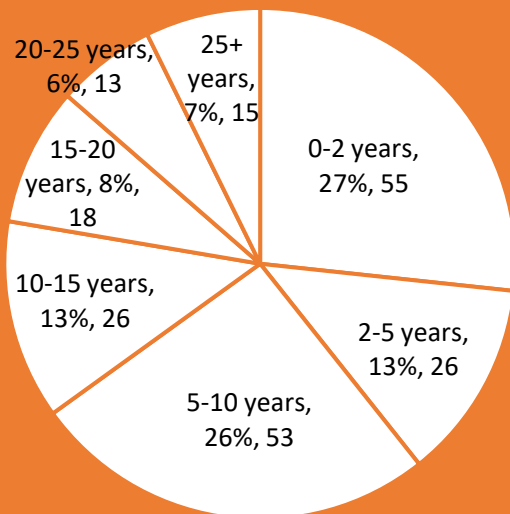
ALL EMPLOYEES AGE GROUPS



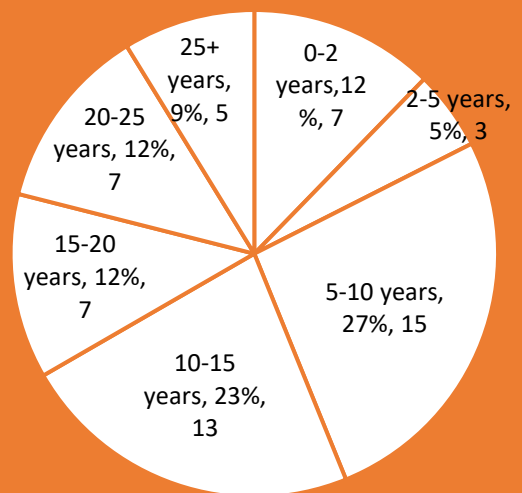
PEOPLE MANAGERS AGE GROUPS



ALL EMPLOYEES YEARS OF SERVICE



PEOPLE MANAGERS YEARS OF SERVICE



Historic demographic data

Aug 2022	Total staff of color	46	24.73%	Asian	12	6.452%
	Total white staff	140	75.27%	Hispanic or Latino	14	7.527%
	<hr/> Total	186		Two or more	15	8.065%
				African American	4	2.151%
				American Indian	1	0.538%
				Native Hawaiian	0	0.000%
				<hr/> 46		24.731%
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%
	<hr/> total	186		Two or more	14	7.527%
				African American	3	1.613%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
				<hr/> 40		21.505%
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%
	<hr/> total	175		Two or more	11	6.286%
				African American	4	2.286%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
				<hr/> 31		17.714%
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%
	<hr/> total	170		Two or more	14	8.235%
				African American	5	2.941%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
				<hr/> 30		17.647%

Oct-18	Total staff of color	27	16.27%	Asian	7	4.217%
	Total white staff	139	83.74%	Hispanic or Latino	3	1.807%
	total	166		Two or more	12	7.229%
				African American	5	3.012%
				American Indian	0	0.000%
				Native Hawaiian	0	0.000%
					27	16.265%

OPB’s equity work October 1, 2022 – September 30, 2023

Below is a summary of this year’s progress and activities, broken into sections: board involvement, senior leadership, Equity Leader, People & Culture team, and working groups and employee resource groups.

Board involvement

OPB’s board approved the updated mission, vision and values at the September 1, 2023 board meeting. Our mission, vision and values provide clarity and guide us on our equity journey, feeding our public service mission.

<p>OPB MISSION</p> <p>Connecting people across Oregon and the Pacific Northwest through the power of a shared story.</p>		<p>OPB VISION</p> <p>Trusted journalism, accessible to all—enriching lives and strengthening communities.</p>		
<p>OPB VALUES</p>				
<p>PURSUIT OF TRUTH</p> <p>We believe it is critical to distinguish fact from opinion, and combat misinformation through a relentless pursuit of truth.</p> <p>Our journalism examines stories from all angles, taking the time to present the clearest account possible. Our journalism holds power to account.</p> <p>As an independent nonprofit organization fueled by broad-based member support, our reporting is free of political or funder influence.</p>	<p>PUBLIC SERVICE</p> <p>The communities we serve and the region we represent inform everything we do, and are why we exist.</p> <p>We tell stories about the people and places that make our region unique. We give our audiences the information they need to make informed decisions on issues that impact their lives.</p> <p>We build and nurture relationships with those who entrust us with their attention, their stories, their financial support.</p>	<p>EQUITY</p> <p>We recognize that our society has valued certain stories over others. As we chronicle our region, we apply the principles of equity and justice in our reporting to help dismantle systemic inequities.</p> <p>We believe in the importance of people telling their own stories—especially people with historically underreported perspectives.</p> <p>We do our best work in close partnership with the communities we serve, amplifying their lived experiences with respect and authenticity.</p>	<p>ACCESSIBILITY</p> <p>We believe everyone should have access to stories about our region without barriers to entry.</p> <p>Thanks to our financial supporters located all across Oregon and the Pacific Northwest (and beyond), our stories are freely available to everyone.</p> <p>Through partnerships with other news organizations, we share our stories to reach people who might not otherwise encounter them. We strive to reach audiences where and how they are most comfortable.</p>	<p>CURIOSITY</p> <p>With educational values deep in our bones, we believe curiosity is essential.</p> <p>We constantly seek new perspectives, and new ways to present stories. With investment from the community, we adapt and innovate to serve the changing needs of the public.</p> <p>We listen to learn, seeking to tell stories that help us all better understand each other.</p>

- To create the updated mission, vision, values, OPB engaged two consulting firms, DHM and Weinstein PR, to partner with our internal team. Their focus was on reaching and engaging new audiences. The project team conducted internal listening sessions with members of the E-Team and DEI Content Committee. The team also held external listening sessions with focus groups comprised of young and diverse residents of Oregon and Southern Washington.
- The board is striving to center equity as it begins the search for OPB's next CEO. The board's Executive Search Committee created an RFP to hire a search firm that embedded our equity work into the process. The committee also completed a bias in hiring workshop (as will the entire board). Additionally, the chair of the committee is ensuring the staff is informed of the search's progress. Staff liaisons were appointed (OPB's Equity Leader and the VP of People & Culture) to support the process and to support transparency wherever possible.
- The strategic framework has been refined into a virtuous cycle graphic with culture in the center. Surrounding culture are public service, audience and sustainability.

Senior leadership

- Recognizing that change starts at the top, OPB has invested resources in executive training and coaching on inclusive practices for the Senior Leadership Group (SLG). This work has been happening with Brevity & Wit, a strategy and design firm that combines human-centered design, the psychology of behavior change, and the principles of diversity, equity, and inclusion. Brevity & Wit has been working with the SLGs on leading through change inclusively. This includes engaging in observable behaviors like leading with curiosity, being accountable and transparent, nurturing durable skills like emotional intelligence, learning new technology, communication and managing teams. This work complements the adaptive leadership course all managers took through our 15five training.
- As a result of input gathered from surveys, all staff meetings and a variety of other conversations, particularly about burnout, the SLG has prioritized the following work:
 - Leaning into the strategic framework to tangibly evolve our internal culture which we've placed at the center of our virtuous cycle of public service, building highly engaged audiences, and making our organization sustainable for our people and long term financial stability.
 - Creating and updating policies with equity and staff input prioritized.
 - Focusing on onboarding new systems like a new payroll and timesheet system and a legal matters system.
- In September 2023, in partnership with the E-team, we hosted a staff DEI Town Hall. Progress reports were provided from our affinity groups, Equity Leader, CEO, SLG, and People & Culture. Staff met in small groups to discuss these questions:
 - Thinking about DEI efforts at OPB:
 - What is working that you'd like to see more of?
 - What isn't working that needs to be addressed?

- What hasn't happened that you think should?
 - What is one action item you would like to see the organization take?
- A survey is also in process for staff who weren't able to attend.
- This information will be reported back to staff and commitments will be made regarding next steps.

Equity Leader

OPB's Equity Leader celebrated one year at OPB in May 2023.

She met with every department and affinity group, held monthly open office hours, met with whomever was interested in a 1:1 with her, and reviewed all DEI-related historical artifacts such as the cultural assessment, internal communications, exit interviews, and reporting on OPB's DEI work. Her goal was to gain an honest and comprehensive understanding of OPB's past and present culture. She also built processes for establishing and supporting affinity groups which were particularly impactful this year.

Because the mission, vision and values are just now launching and we are in process of a CEO search, the Equity Leader identified short-term priorities for the next year that are aligned with and support a long-range vision of DEI at OPB. This includes identifying measurements of success to track meaningful progress in diversity, equity, inclusion and belonging. Over the next year she will be focused on the following outcomes:

- **OPB staff feel heard, affirmed, and safe to voice concerns with their supervisors and OPB leadership.** A high-trust environment is essential to building a culture of inclusivity and belonging, and while individual departments at OPB demonstrate high levels of trust, we need to standardize this across the organization. She will be collaborating with OPB's People & Culture department on managerial trainings, the rollout of organizational values and observable behaviors, new guidance and pathways for raising concerns, and a review of our performance review and exit interview practices. Through employee surveys we will establish a baseline of existing trust from which we can measure the impact of these interventions.
- **OPB's DEI vision is outcome-oriented, achievable, and understood throughout the organization.** Now that we have finalized our updated mission, vision, and values, she will develop a DEI vision that flows from the refreshed identity framework. With partnership from the E-team and SLG, we will develop opportunities to operationalize the DEI vision and share learnings organization-wide. We will also identify measurements for success to achieve our DEI vision, and the data needed to measure our progress.

People & Culture

People & Culture (P&C) has spent the last year engaged in dozens of initiatives and projects furthering our diversity, equity, inclusion and belonging work. They used OPB's equity filters,

engaged multiple perspectives and tried to do their work as transparently as possible by conducting surveys, having conversations, and listening sessions.

They built stepping-stones toward transformational changes that will improve the daily and long-term experience of working at OPB, including things like:

- Policy modernization and review processes that have led to the cell phone allowance and bereavement leave
- Implementing tools like 15Five that make it easier for staff to provide and receive feedback and track accomplishments and conversations
- Creating standardized and more efficient processes for implementing job changes and performance reviews

Transparency regarding why and how decisions are made contributes to feelings of understanding and belonging. P&C's goal is always to share as much information as possible while dealing with highly sensitive information and issues. This past year, the following projects were undertaken with an unprecedented amount of information sharing:

- Produced an educational series about the compensation studies and processes
- Revised and published information about how staffing and recruitment decisions are made and prioritized; and how staff can contribute to that process
- Engaged in the CEO search process
- Made adjustments to the exit interview process and created a departure report
- Provided guidance on where to go for support when experiencing an equity-related issue
- Built a bonus matrix to allow for recognition of more staff members' involvement in equity work

Feelings of connection and belonging are critical to all employees feeling psychologically safe at OPB. P&C has led work in this area including:

- Engaged people managers in training that focused on helping managers improve their skills around giving feedback, creating relationships, creating psychological safety on their teams and having regular conversations around professional development and career growth
- Added photos to our personnel information database and increased the number of gender identification options for reporting purposes
- Helped host the summer picnic, with some baby goats!

The People & Culture team advocated for decisions and priorities that seek to center our employees who have less power.

- OPB absorbed almost all of our carrier's health insurance premium increases and equalized contributions for employees that live out of the Portland metro area. Also, OPB increased the contribution to family and dependent medical coverage.
- OPB increased the compensation level for all regular status employees that were below or close to \$40,000 full time annually.

The People & Culture team has worked to constantly improve all of our recruiting and hiring processes, including our anti-bias training for hiring panels and our onboarding experience to help staff feel like they belong at OPB.

Working groups and employee resource groups

Equity Team (E-Team)

With the hiring of OPB's Equity Leader the E-team has been redefining its role in the organization. Utilizing a human-centered design approach, the e-team charter was updated, reimagining what work this team will do to support the staff to carry out our public service mission. This group has moved from doing the hands-on work to advising the organization. The e-team provided input and guidance throughout the year on a variety of topics, including: OPB's new policy review process, the performance bonus matrix, OPB's mission, vision and values work, the compensation education materials, and spurred and cohosted the all staff DEI town hall.

DEI Content Committee activities

Now in its third 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
- Helped implement a source tracking form process
- Carried out a highly attended DEICC speaker series
 - Christina Cala, Code Switch producer
 - Brian Bull, KLCC reporter
 - Tuck Woodstock, Sylveon Consulting
 - Corinne Chin, Director of News Talent and Recruitment at AP
 - Lewis Raven Wallace, independent journalist and author/creator of The View from Somewhere

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.

- Twenty group members completed an intensive education program from January through June. The rest of the group met monthly on a focused topic.
- In July, after receiving feedback from the Black Folks at OPB affinity group, they hosted a targeted training about misnaming people of color, particularly Black colleagues. Over 80 staff members attended this voluntary training.
- This group is in the process of redefining this coming year's advocacy and education.

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 gathering.
- They provided expertise and perspective to the Hyams committee (OPB's Language Advisory Committee) and to the mission, vision, values work.

Black Folks at OPB

Formed in 2023, the vision for this group is to be a supportive and safe space for Black people working at OPB, and a driver to infuse Black culture into OPB's work in an authentic way. It is a space to shift the focus from the pain of communities of color to the celebration and joy of Black culture and extend that celebration to OPB employees at large.

- This group holds in person gatherings monthly.
- They created an internal website to educate OPB staff about Juneteenth.
- Advocated when members of their group experienced misnaming, collaborating with the white learning group, the E-team, People & Culture and the Equity Leader to change behavior.

LGBTQIA2s+ queer questioning and fierce affinity group

Formed in 2022, the vision for this group is to be a supportive and safe space for lgbtqia2s+ queer and questioning people working at OPB, and a driver to infuse our culture into OPB in an authentic way. It is a space to focus on the celebration and joy of queer culture and extend that celebration to all OPB employees.

- Hosted several Pride related events, including gathering OPB staff for a Pride parade watch party, along with OPB logoed t-shirts celebrating Pride.
- Facilitated OPB flying a Pride Flag on our headquarters for the month of June.
- Provided guidance and expertise, including guidance around which gender categories to include in our demographic reporting.

Fellowships, internships and recruiting

Fellowships

OPB operated the Roger Cooke Legal fellowship program in 2022-2023. The purpose of the fellowship is to provide a two-year in-house experience to an early career or returning lawyer who has a demonstrated interest in media law. As part of OPB's public service mission, we intend to leverage the short-term nature of this position to provide broad-based in-house training, while also expanding the number of lawyers in Oregon with significant media law experience.

Internships

OPB in partnership with the University of Oregon School of Journalism and Communication again hosted a 2023 Charles Snowden Program for Excellence in Journalism Internship. Our intern specialized in photography and work under the guidance of award winning OPB Photo Editor.

We continue to host paid legal externs from the following law schools: University of Oregon, Lewis & Clark College and Willamette University. In the past year, we've host 6 legal externs.

Recruiting

In addition to what was mentioned above about the continuous improvement of our recruitment practices, we also attended several conferences and recruiting events.

OPB joined NPR and two dozen other public media organizations from across the country as part of the ongoing nationwide public media recruiting efforts called Think Public Media. OPB's People & Culture representatives along with OPB journalists and editors attended the following conferences as part of our recruitment efforts:

- NAHJ - National Association of Hispanic Journalists – July 12-15
- AAJA - Asian American Journalists Association – July 19-23
- NABJ - National Association of Black Journalists – August 2-6

OPB journalists, editors and organizational directors also attended the Association of LGBTQ+ Journalists – September 7-10.

OPB People & Culture representatives tabled at the following local events and job fairs:

- Urban League of Portland 2023 Career Connections Job Fair on June 8, 2023. The focus of this fair was on employment opportunities for people from the Black/African American community.
- INCIGHT Jobs Now job fair on June 20, 2023. The focus of this fair was on employment opportunities for people experiencing disabilities.
- Northwest Native Chamber of Commerce's The Gathering event on 10/19/2023.
- Hispanic Metropolitan Chamber of Commerce's 29th Heritage Celebration event on 09/08/2023 to inform the public of employment opportunities with OPB.

Next Generation Radio

OPB virtually hosted [Next Generation Radio](#), and several of our journalists served as mentors. Next Gen Radio is a five-day audio-focused, digital journalism project. The program is designed to give competitively selected participants the opportunity to learn how to report and produce a non-narrated audio piece and a companion multimedia story. Those chosen for the program are paired with a professional journalist who serves as their mentor for the week. The chosen participants are paid a stipend for their work.