



OPB's Participation in Public Media for All

[Public Media for All](#) is a diverse coalition of public media workers led by people of color. They raise awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and provide solutions that will move our industry from words to action. They believe that diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all.

OPB joined Public Media for All in 2020, and since then, has made progress on the [action items](#) that they established for organizations joining the effort. Below is an outline of the action items, and the status of implementation at OPB.

Commit to internal diversity, equity and inclusion (DEI) work by including it in the mission, values, goals, budget, and work schedules of the organization.

Status: In progress. OPB has committed to DEI in our strategic framework and budget and is in the process of revising our mission and values.

Incorporate DEI goals into the annual/quarterly goals of any staff person, who supervises staff or participates in hiring. Make raises and bonuses dependent upon reaching these goals as appropriate.

Status: In progress.

Affirm that in a country that has been rapidly diversifying, where people of color will be the majority in a couple decades, it is imperative to the survival of the organization and the success of its service to rapidly diversify our programming, audiences, donors, staff and leadership.

Status: In progress. OPB's [equity statement](#) affirms the importance of reflecting the diversity of our region and country. We are looking to make continued important revisions to this statement.

Recognize that people of color staff and leaders have disproportionately been doing unpaid DEI work, while dealing with discrimination, microaggressions, implicit and explicit bias. Apologize. Create space for people of color staff to heal, re-energize, and be empowered.

Status: In progress. We have created a BIPOC affinity group for OPB staff of color to use as a communal and affirming space. We have also compensated members of OPB's various internal equity committees for their contributions to OPB's DEI work.

Recognize that white staff and leaders have not been doing enough DEI work, while implicitly and/or explicitly enacting racial bias against people of color coworkers. Apologize. Create space for white staff to take ownership of these issues, do work to dismantle racial bias, and learn to listen to and empower people of color coworkers.

Status: Ongoing. OPB established a white learning group, which has been meeting regularly to work explicitly and intentionally on understanding white culture and white privilege. The group is led by a consultant to guide them through a series of six sessions.

Conduct an anonymous cultural assessment survey of all staff about diversity, equity and inclusion at your organization. Bring people of color staff and white staff together in mediated safe spaces to facilitate brave, constructive, respectful conversations about race and the survey results. Ensure that there is an empowering balance of people of color talking and white staff listening. In larger organizations, consider segmenting these based on the hierarchy of the organization, so that staff are not influenced by their managers. Make it clear that retaliation will not be tolerated.

Status: Ongoing. The results of the cultural assessment were completed in 2020. We have shared the findings and notes from the debrief sessions with OPB staff.

Create systems that hold staff accountable without jeopardizing the well-being and reputation of the person experiencing the racial bias. These systems should use education and conversation as a first resort, and should also let the staff person go as a last resort.

Status: In progress. OPB has a tool for anonymous reporting of racial bias incidents and is working on a process for more accountability.

Recognize that unpaid internships are not equally accessible to all, because many cannot afford to work for free. Commit to paying all interns within 1 year.

Status: Complete. In 2020, OPB made all internships and fellowships paid opportunities.

Work with an outside organization to do a comprehensive pay equity review of all staff, and take action to ensure that everyone is compensated fairly without racial and gender bias. Include an analysis of temporary workers, and temp working policies.

Status: Ongoing. In June 2022, OPB completed an internal pay equity review and completed a pay equity market study in October 2022.

Use census data to determine the racial makeup of the communities the organization operates in and to set diversity goals based on equitable representation. Commit to having staff, leadership, and programming that accurately reflects those demographics in 3 years. Commit to having an audience that accurately reflects those demographics in 5 years. Commit to having a donor base that accurately reflects those demographics in 10 years.

Status: In progress.

Dedicate time and resources for an independent review of your organization's DEI efforts, and commit to any improvements recommended in such reviews. Make the findings of the independent review easily accessible and publicly available.

Status: Not yet implemented.