



## 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 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.