



Diversity and Inclusion

2019 Annual Report

October 1, 2018– September 30, 2019

I. Diversity Goal

WNET values the diverse perspectives of its employees. All people--regardless of race, creed, color, national origin, culture, gender, sexual orientation, age, physical ability, religious beliefs, or preference for no religious affiliation--are welcome employees at WNET.

Our goal is to attract, develop and retain the best talent from a variety of experiences and backgrounds and to provide a culture of inclusion where all individuals feel respected, are treated fairly, and have the opportunity to excel in their careers.

To achieve this goal also requires all employees to do their part. Management must possess diversity and inclusion competencies to lead and manage an engaged workforce. All employees must treat their colleagues with respect by listening to different viewpoints, opinions, thoughts and ideas and embracing a culture of inclusion.

WNET's commitment to diversity is reflected in its employment policies. Our Employee Handbook specifically includes an Equal Employment Opportunity Statement:

WNET is an Equal Opportunity/Affirmative Action Employer that does not discriminate on the basis of actual or perceived race, religion, creed, color, age, national origin, alienage or citizenship status, gender, gender identity or expression, sexual orientation, disability, pregnancy or pregnancy related condition, marital and partnership status, familial status, arrest or conviction record, union membership, status as a victim of domestic violence, stalking or sex offense, unemployment status, caregiver status, credit history, salary history, military status, predisposing genetic characteristics, an employee's or an employee's dependent's sexual and reproductive health decisions, as well as all other classifications protected by applicable laws.

This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, transfers, leave of absence, compensation, and training.

WNET's diversity goal extends beyond its employees. We also have a goal of ensuring that our Board of Trustees and our Community Advisory Boards are comprised of individuals from diverse backgrounds.

WNET's Board of Trustees has 37 voting trustees, 54 percent of whom are women and 13.5 percent are people of color. Our Trustees are multi-generational, (ages spanning six decades) and represent a variety of professional and life experiences.

Public Media NJ's Board of Trustees has 18 voting trustees, 33 percent of whom are women and 11 percent of whom are people of color.

The NJTV Community Advisory Board has 19 members, 52.6 percent of whom are women and 57.9 percent of whom are people of color. A Rabbi and a Reverend were among those recently welcomed.

The THIRTEEN/WLIW Community Advisory Board has 26 members, 57.6 percent of whom are women and 57.6 percent are people of color.

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WNET’s diversity goal is reflected in our policies, practices and procedures, including but not limited to recruiting and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and terminations. Further, our work environment is built on the premise of diversity equity that encourages:

- Respectful communication and cooperation among all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees’ varying needs; and
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Employees are required to treat all colleagues with dignity and respect and to exhibit conduct that reflects inclusion during work, at on or off-site work functions, and at all other company-sponsored events. In addition, all employees are required to complete diversity awareness training.

Employment Statistics

WNET Fiscal Year 7/1/18 - 6/30/19	Males						Females						Minorities		All Employees	
	All Males		Non-Minority		Minority		All Females		Non-Minority		Minority		All Minorities		Totals	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Headcount	176	41	120	68	56	32	254	59	170	67	84	33	140	33	430	100
Management	49	48	38	78	11	22	54	52	40	74	14	26	25	24	103	100
New Hires	21	38	13	62	8	38	34	62	23	68	11	32	19	35	55	100
Promotions	17	32	10	59	7	41	36	68	24	67	12	33	19	36	53	100
Vol. Turnover	9	26	6	67	3	33	26	74	18	69	8	31	11	31	35	100
Total Intern Stats																
Summer '18, Fall '18, Spring '19	23	32	13	57	10	43	48	68	28	58	20	42	30	42	71	100

Notes:

Minority includes Black or African American; Asian; Hispanic/Latino (a); Asian; Native American or Pacific Islander; Two or More Races.

Management includes those positions that supervise others.

II. Initiatives Undertaken by WNET to Satisfy the CPB Operational Requirements for Diversity of Staff and Board for Reporting Period October 1, 2018 through September 30, 2019

To meet CPB's diversity requirements, WNET has implemented the following initiatives during this reporting period:

A. Review with the stations' governing board or licensee official those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines

1. The charter of the Personnel and Diversity Committee of the WNET Board of Trustees states that the Committee is responsible for "reviewing the Corporation's diversity policies and encouraging true diversity at all levels of the Corporation." The Committee reviews the Corporation's diversity policy, strategic initiatives and statistics on an annual basis.
2. WNET operates under the Federal Communications Commission's (FCC's) Equal Employment Opportunity regulations which are incorporated into WNET's search process for every position for which we recruit.

The Commission's EEO rules have three recruitment and outreach prongs:

- a. Each Station Employment Unit must widely recruit across its entire community for every full-time job vacancy;
- b. Each Station Employment Unit must distribute job notifications to community and recruitment organizations that have requested vacancy announcements; and
- c. Each Station Employment Unit must complete at least four supplemental recruitment initiatives in each two-year period.

To comply with the FCC's EEO rules, every open position at WNET is distributed to at least 10 community-based organizations as well as sites that serve veterans, minorities, persons with disabilities, and state employment agencies. Examples include but are not limited to: Asian American Federation of New York, The One Hundred Black Men of New York, Hispanic Federation, Diversity Working, New York Urban League, Goodwill Industries of Greater New York and Northern New Jersey, Helen Keller Foundation for the Blind and America's Job Exchange Veterans Exchange. Every open position is posted to/distributed by these as well as many other groups and sites. WNET also maintains an annual contract with America's Job Exchange, a leading destination for online recruitment advertising whose mission is to connect hard working nonexecutive job seekers with employers that are looking to build a diverse workforce. America's Job Exchange expands WNET's outreach by adding at least 15 more community-based organizations to the outreach efforts.

Each upper level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of woman and minorities.

Diversity and Inclusion Report

B. Complete an annual report of the organization’s hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility Policy and post the report on the station’s website ... and make it available for public inspection upon request within a reasonable amount of time.

1. This document serves as WNET’s annual report of the organization’s hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility Policy. This report is posted on the WNET website and will be made available for public inspection upon request.

C. Implement formal diversity training programs for management and appropriate staff

1. To further institutional effectiveness and enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with diversity content: *Workplace Diversity*, *Preventing Discrimination and Harassment*, *Business Etiquette* and *Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses added as appropriate. For example:
 - a. *Code of Conduct* training is required annually. WNET’s Code of Conduct training covers topics including diversity and respect, honesty and fairness and reporting violations. The Employee Handbook includes WNET’s Code of Conduct policies which outlines unacceptable workplace behavior such as sexual harassment and reinforces compliance with all applicable laws and regulations.
 - b. New managers complete *Managing within the Law - Basic* and *Managing within the Law – Advanced*, courses which provides training on the increased responsibilities employers have as a result of new federal and state laws. The courses address topics such as employee privacy, accommodation of disabilities and religious observance, responding to complaints and bullying and conflict management.
 - c. All employees are required to complete *Preventing Discrimination and Harassment* training. Training is presented online and interactively. The version presented to managers includes sections on the manager’s role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.
 - d. In August of 2019, WNET issued an RFP to organizations for an interactive inclusion and diversity training initiative to supplement our current online training and for other inclusion and diversity initiatives.

In addition to the above, WNET undertook the following initiatives during the reporting period to satisfy the CPB Operational Requirements for Diversity of Staff and Board:

D. Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education.

1. WNET has a year-round Internship Program to provide undergraduate and graduate students with training and experience related to their academic and/or career goals. The interns come from diverse backgrounds and have been placed in a variety of functional areas in the Corporation.
2. In collaboration with the Reginald F. Lewis Foundation, Inc., WNET offers an annual undergraduate fellowship for minority students. Project topics will be varied and will expose students to such areas as broadcast/online production, educational programming and outreach, news and public affairs, culture and arts, documentaries and production for the internet and related distribution platforms. The fellowships work alongside our internship program and students are assigned to a department in WNET.
3. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offered new minority Fellowships. The program expansion was made possible through a cross departmental collaboration with the WNET Inclusion & Diversity Council (IDC), Human Resources and Development departments. Fellows were placed with NewsHour Weekend and Great Performances and supported by staff from the Inclusion and Diversity Council and Human Resources.

E. Participate in minority or other diversity job fairs and programs

1. In partnership with Per Scholas, WNET participates in a mock interview program designed to assist graduating students from Per Scholas in perfecting interviewing skills. Per Scholas is a national nonprofit organization that breaks the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Interviews are conducted on-site at our offices and provide the students with feedback at the end of the interview. We also complete an interviewer's assessment form for each student which provides detailed and specific feedback, allowing counselors to work with the students on specific areas of improvement.
2. WNET staff attended the following career fairs and networking events:
 - a. Columbia University School of Journalism's 2019 Career Expo on March 30, 2019.
 - b. National Association of Black Journalists (NABJ)'s annual conference and career fair, August 7 – August 11, 2019.
 - c. National Association of Hispanic Journalists (NAHJ) annual conference and career fair, September 5 – 7, 2019.
 - d. National Association of Multi-Ethnicity in Communications (NAMIC) annual conference, September 22 – 25, 2019.

F. Other Initiatives

1. WNET's Inclusion and Diversity Council (IDC). The IDC was created to support WNET's ongoing commitment to fostering a workplace where everyone feels welcome and respected. The IDC is staff-led on a voluntary basis, with employees assuming responsibilities of IDC programs in addition to full time workloads. With members representing different departments, experiences, skills, goals and ideals, the Council is unified in the belief that through inclusion and diversity, WNET can better serve and reflect our communities. The IDC implemented the following programs:
 - a. **Onboarding:** The IDC Onboarding Program is designed to help new hires acclimate to the WNET culture, better understand resources available to them and provide a peer outside their department that they can turn to for questions and advice. Each new hire is assigned a Workmate who meets with them regularly to answer questions, provide support and be a resource as they begin their career with the company. The program also helps to break down silos and introduce new hires to new people in the company that they might otherwise not have the opportunity to meet.
 - b. In September of 2019, the WNET Archive and the IDC hosted a mixer and screening of *Black Journal* titled *The Tuskegee Study: A Human Experiment*. The episode focused on a 40-year medical experiment conducted on some 400 African American males with the purpose of determining the effects of long-term untreated disease on the human body. This episode sought to answer questions like: What were the potential risks of non-treatment? Were private doctors allowed to treat the patients? Why was penicillin, an accepted form of treatment at the time, never used on the patients? Was there a risk of spreading the disease to women and unborn children? And why weren't the moral and ethical questions of this human experiment raised before by the medical community, which had been aware of the study for over 30 years?
 - c. In August of 2019, in partnership with First Person, the IDC presented GLAAD Media Institute's *Representation 101: Creating LGBTQ Inclusive Media Content*. The training is designed to help advocates and allies sharpen skills to reshape the mainstream narrative and address the lagging cultural acceptance and understanding of the LGBTQ community and other marginalized communities.
 - d. In March of 2019, the IDC presented a panel discussion titled *Calling the Shots: The Media Moguls*. The panel discussion featured a diverse group of media entrepreneurs who break the mold of what a traditional media executive should be. Panelists shared their experiences as people of color, building and leading businesses, obstacles they faced and how a diverse set of leaders at the top have benefitted them and shape the media industry for generations to come.
 - e. In February of 2019, the IDC held the second annual Black History Month Mixer. Clips from *American Masters' Sammy Davis, Jr.: I've Gotta Be Me* and *Boss: The Black Experience in Business* were shown. In addition, the event featured a game of Black History Month Jeopardy! and snacks from black owned bakeries.

- f. In November of 2018, the IDC presented a panel discussion titled, Latinx in the Media, a conversation featuring Latinx media leaders as they explore their views on cultural identity within the landscape of their chosen disciplines and within society as a whole.
2. On April 22, 2019, Kids' Media & Education Executive Producer, participated in a panel discussion on a WEDU PBS/Tampa program titled, "Breakthrough to Hope: Autism and the Media" as part of a special focus on public media and its potential for children with Autism Spectrum Disorder. WNET's mission to create educational media that serves diverse children and resources for parents and teacher, featuring *Cyberchase: Railway Hero*, WNET's accessible math learning game, and new *Parenting Minutes* content aimed at parents with children who hve autism spectrum disorder.
3. PBS TechCon Conference - On April 3rd, 4th, 5th, 2019, THIRTEEN Vice President, Broadcast & Media Operations attended the TechCon Conference in Las Vegas, NV, participating in a panel discussion on strategies to deepen candidate resources & increase diversity of technical teams. The discussion reviewed ideas, programs and initiatives that support diversity and inclusion across the PBS network.
4. National Lesbian and Gay Journalists Association (NLGJA) - Ongoing participation with NLGJA - National Lesbian and Gay Journalists Association. The Executive Producer, MetroFocus is an active member, former National Board Member and former co-chair of "Headlines & Headliners" the annual fundraiser.
5. National Black Programming Consortium (NBPC) - WNET serves as the lead station partner for the NBPC program. NBPC 360 is a funding initiative of the National Black Programming Consortium (NBPC) devised to help launch non-fiction and fiction serial projects, as well as interactive or "trans-media" projects, about the Black experience. The NBPC 360 fund and incubator features training and support designed to harvest and accelerate important stories in their most engaging light.
 - a. As the lead station, WNET provides publicity, social media and assistance with project selection. In addition, if a candidate is selected for WNET, WNET will provide workspace, guidance and editorial feedback for NBPC Producers to develop their pilot projects.

This report is posted on the WNET website and is available for Public Inspection upon request.

