



# Diversity Equity and Inclusion 2021 Annual Report

October 1, 2020-September 30, 2021

# The WNET Group

## Diversity and Inclusion

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### I. Diversity, Equity & Inclusion (DEI) Goal

The WNET Group's mission is to unlock the power of media to educate, inform, entertain and inspire audiences everywhere.

Our DEI goal is focused on our:

- Workforce
- Workplace
- Content
- Community Engagement
- Governance

#### A. Workforce

The WNET Group is committed to building a workforce that represents the diversity of our audiences and our communities, and fosters a workplace culture of equity, inclusion and belonging. The WNET Group's definition of diversity covers the categories listed in our Equal Employment Opportunity Statement which can be found in our Employee Handbook:

WNET is an Equal Opportunity 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 or protected veteran status, or a person's relationship or association with a protected veteran, including spouses and other family members, 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. Workforce demographics can be found in Appendix A.

#### B. Workplace

The WNET Group's commitment to DEI is rooted in our values statement and is reflected in our human resources policies, practices, procedures, our code of conduct and our workplace culture. To ensure a respectful and inclusive workplace, we encourage, support and expect:

- Respectful communication and cooperation;
- Teamwork and employee participation with diverse representation and perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

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### **C. Content**

The WNET Group is committed to using the power of media to educate, inform, entertain and inspire audiences everywhere. To that end our content goal is to ensure that we reflect diversity across a variety of categories including but not limited to subject matter, talent, guests, and story content.

### **D. Community Engagement**

The WNET Group is committed to developing and expanding lasting, productive partnerships to build a dialogue that contributes to the content and relevance of WNET's programming and the betterment of communities with an emphasis on identifying and expanding unserved and underserved audiences.

### **E. Governance**

The WNET Group's DEI goal includes ensuring that our Boards of Trustees and our Community Advisory Boards comprise individuals from diverse backgrounds.

Demographic information about our Boards of Trustees and Community Advisory Boards is in Appendix B.

## **II. ACTIONS TAKEN DURING THE REPORTING PERIOD TO ACHIEVE OUR DEI GOAL**

### **A. Workforce**

#### **1. Affirmative Action Plan**

As a federal subcontractor, The WNET Group is required to comply with The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) and Executive Order 11246 to establish an affirmative action program. The program is designed to ensure equal employment opportunity in every aspect of employment. Each year, we assess our workforce and compare it to the composition of the available labor pool. If upon analysis, we find that certain populations are underrepresented, we develop a plan to rectify the under-representation. The WNET Group works with Outsolve, a leading affirmative action consulting organization, to update our AAP annually.

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### 2. FCC Compliance

The WNET Group operates under the Federal Communications Commission's (FCC's) Equal Employment Opportunity regulations which are incorporated into The WNET Group'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, open positions are distributed to at least 10 community-based organizations as well as sites that serve veterans, BIPOC, persons with disabilities, and state employment agencies. Examples include but are not limited to, Asian American Federation, New York Urban League, Hispanic Federation, Goodwill Industries of Greater New York and Northern New Jersey, Helen Keller Foundation for the Blind and Job Path NYC. 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 (2020) and Broadbean (2021), leading destinations 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 and Broadbean expand The WNET Group's outreach by adding at least 15 more community-based organizations to outreach efforts.

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

### 3. Recruitment/HR Support

The DEI and HR Departments meet regularly to support hiring and recruiting efforts. Staff, with responsibility for hiring decisions, participated in the following events during the reporting period to actively recruit and interview prospective candidates:

- a. The Per Scholas Tech Forward virtual National Job Fair: October 13-15, 2020, attended by a member of The WNET Group's Human Resources team.
- b. City Career Fair's virtual Diversity Employment Day: October 23, 2020, attended by staff from The WNET Group's Community Engagement, Development and Program Scheduling teams.
- c. Columbia Journalism School, CJS Career Expo: June 14, 2021
- d. Hispanic Serving Institutions (HSI) Career Collaborative: August 10, 2021
- e. NABJ (National Association of Black Journalists) Convention & Career Fair: August 18-21, 2021
- f. AAJA (Asian American Journalism Association) Convention: August 24-28, 2021

### 4. Internships

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- a. The WNET Group 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 are placed in a variety of functional areas across The WNET Group. Fiscal 2021 internships were suspended due to COVID-19.
- b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, The WNET Group offers BIPOC Fellowships. Fellows are placed with various production units and supported by staff from the Inclusion and Diversity Council and Human Resources. These programs were postponed during this reporting period due to health and safety restrictions related to the COVID-19 pandemic.
- c. Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum. The WNET Group partners with the Academy for Careers in Television and Film (TvF), a New York City public high school, to provide hands-on experience and skill development to high school seniors in support of a career in the media production industry. This program was postponed this reporting period due to health and safety restrictions related to the COVID-19 pandemic.

### 5. Mentorships

The WNET Group's Chief DEI Officer is drafting the tenets for the "Progression to Succession" mentorship program which will focus on employee mobility, where we can focus on career development, to better identify and prepare BIPOC employees for promotions and leadership positions. A strategy team will be formed by the spring of 2022.

## B. Workplace

### 1. Creation of the Diversity Equity and Inclusion Department

The WNET Group established a DEI department in July of 2020, to work across the organization to optimize organizational culture and to align the organization's diversity and inclusion goals with business outcomes. A Chief Diversity, Equity and Inclusion Officer was appointed (internal promotion) in July 2020 and a Sr. Director was hired in January 2021. The Community Engagement Department was moved from Marketing and Engagement to DEI, to create internal and external partnerships around DEI efforts and to further align community initiatives to our DEI goals. Community Engagement helps deepen our presence in communities across the five boroughs through virtual and, when feasible, in-person opportunities to connect with public media content.

Examples of DEI Department initiatives taken to date include:

- Formed an IDEA Council (see below)
- Created and distributed internal content reviews to track our BIPOC related content
- Facilitated two identity month Lunch and Learn sessions for Black History Month and Women's History Month
- To celebrate Black History Month this year, shared an email with over a million of our constituents addressing the array of programs and events the WNET Group was offering. The email was among

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our best open rates (on par with industry standards) and significantly above standard click-through rates for the Black History Month message.

- Launched a newly created series New American Dream is a five-week series of virtual forums that gather thought leaders from across the country to discuss the impact of white supremacy and state-backed racism on America today. Secured Black Public Media as promotional partner for Week 3 of the *New American Dream* Series.
- Researched sign interpretation and captioning options to enhance accessibility.
- Developed a program for the May 25 observance of the killing of George Floyd.
- AAPI (Asian American & Pacific Islander) Month: An article was commissioned to appear on our intranet paying tribute to an AAPI civil rights icon, Yuri Kochiyama.

The DEI Department is reviewing a proposal for conducting a 2021 assessment with a comparison analysis of The WNET Group's 2019 assessment to create a scorecard to monitor progress.

The DEI Department also launched a monthly newsletter which offers an overview of our inclusive and diverse programming and events.

### **2. Creation of the Inclusion Diversity Equity Advisory (IDEA) Council**

The WNET group formed an employee advisory group, known as the IDEA Council. This council, whose members were chosen by a diverse panel of staff, work with WNET's Chief Diversity, Equity and Inclusion Officer, reporting to the CEO, to move the organization forward to meet its DEI goals. Those goals include mentorship, anti-bias training, recruitment and promotion, and content development. This restructuring follows Diversity, Equity and Inclusion best practices as outlined by DEI professionals who are consulting with The WNET Group. The IDEA Council meets twice a month to strategize and advise Senior Managers on DEI best practices and revised standards, acting in an advisory capacity for senior management across the organization.

Examples of the work of the IDEA Council include:

- IDEA Council developed tripartite committees (Workplace, Workforce, & Marketplace) to address areas of opportunities around diversity concerns raised by WNET Group employees.
- These committees have provided a summary to the CEO that consists of identified areas of opportunities, action plan, and a timeline for executing each goal. The CEO has provided feedback, and the teams have created a tactical process for responding to DEI related issues.
- Created an internal editorial response team to assist producers and Senior Managers facilitate urgent content reviews of sensitive materials or experiences.
- Currently working on establishing meetings with the respective Senior Managers to action the identified goals.
- The Workforce team is meeting with the HR team to review strategic DEI initiatives.

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### 3. Training and Workshops

To further institutional effectiveness and enhance the commitment to DEI, the WNET Group requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete three courses with DEI content: *Workplace Diversity*, *Preventing Discrimination and Harassment*, and *Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses including Unconscious Bias will be added. For example:

- a. Preventing Discrimination and Harassment is required annually. All employees are required to complete interactive *Preventing Discrimination and Harassment*. Manager trainings include sections on the manager's role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.
- b. New managers complete *Managing within the Law – Basic* and *Managing within the Law – Advanced*, courses which provide training on the increased responsibilities employers have as a result of 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. Conducted Anti-racism Training workshop for Senior Managers and the Idea Council: The WNET Group is working with Jennifer Brown Consulting (JBC), a diversity consulting firm to implement additional DEI related training programs and initiatives. JBC completed a DEI assessment to establish a baseline for measuring progress and for developing targeted training programs based on assessment findings. The Senior Management Team and the IDEA Council completed the JBC training program on Anti-Racism. Jennifer Brown Consulting completed six diversity training workshops for all WNET Group managers: ***Embracing Inclusion: Beating Racial Bias in Our Work + the Workplace.***
- d. The WNET Group participated in the following DEI programs, webinars, programming and association conferences and events:
  1. Diverse by Design, a virtual conference where leaders in tech and workforce development discuss and share best practices to attract, retain and develop skilled black and brown tech professionals, attended by a member of The WNET Group's Human Resources team on March 30, 2021.
  2. LinkedIn Social Impact Event, Breaking Down Barriers, attended by members of The WNET Group's DEI and Human Resources teams.
  3. The Conference on Diverse Philanthropy and Leadership, co-presented by the African American Development Officers Network (AADO) and the Council for Advancement and Support of Education (CASE), attended by The WNET Group's Major Gifts Officer on April 7<sup>th</sup> and 8<sup>th</sup>. Also, in attendance on behalf of The WNET Group's IDEA Council was The WNET Group's Director, Institutional Giving.
  4. The Role of Journalism in Black & AAPI Solidarity, presented by the Asian American Journalists Association (AAJA) and the National Association of Black Journalists (NABJ) on June 9, 2021.
- e. Racial Trauma Wellness Workshops: MAKING SPACE for Healing: Due to escalating violence against Black and AAPI (Asian American & Pacific Islander) communities across the US, and specifically against residents in New York, The WNET Group and the IDEA Council created groundbreaking workshops for Black and AAPI employees to meet with expert facilitators. The workshops included guided group exercises to uncover participants' thoughts, feelings, and beliefs around their experiences with and reactions to racial trauma, both in and out of the workplace. Participants also learned about tools/techniques to cope and heal. Six workshops have

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been conducted to date. There will be a three-part Facilitated DEI Series in September for Senior Managers called **Making Space for All: A Leader's Journey Through DEI**.

- f. Conducted a two-part allyship workshop for White employees, which explained what it means to be an ally and focus on working in solidarity with BIPOC colleagues,

### **C. Content**

#### **1. New Content Possibilities.**

The WNET Group will be forming an Ideation Academy, a creative space to explore, develop and workshop BIPOC-centric ideas into digital or other platforms. Collaboration will be across the organization and include Programming and Community Engagement to diversify the content we produce. Plans for development to begin by the Fall of 2021. This will be the first of many initiatives that seek to foster, highlight, and amplify the voices, talents, and perspectives of BIPOC producers. The Academy will be a creative space to explore, develop, and workshop BIPOC-centric content for digital or other platforms. Received approval in July for an annual budget of \$50K, future funding forthcoming.

#### **2. Content Review**

Each program created, produced or broadcast by The WNET Group is now being included in a Content Review process. Part of the review process includes identifying the ethnicity and gender of each guest to ensure our content reflects the demographics of our audience. Additionally, the DEI team has put in place an editorial response team to assist Producers in issues around racially sensitive content.

A content review form was developed to track uniform measures of gender and ethnicity in programs created or co-produced by WNET. Data was compiled for the time frame of April 19 – July 31st.

There has been an increased focus on inclusion of BIPOC guests in news programming as well as BIPOC and LGBTQ+ and differently-abled subjects on American Masters, and talent on Great Performances, NYC Arts, All Arts and Kids Media and Education programming. NJ PBS included programs produced by BIPOC organizations such as:

- “Pathway to Success” - produced by the NJ African American Chamber of Commerce
- “Images/Imagenes” and “Que Pasa NJ” – produced by Carlos Medina, the president of the Hispanic Chamber of Commerce.

Examples of subjects covered in our news programming include:

- America in Black and Blue, a NewsHour Weekend special aired in June 2020
- The George Floyd murder trial
- Anti-Asian Racism
- COVID and BIPOC Communities
- COVID and the Disabled Community
- Black Transgender Rights
- Reshaping Islam in America



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### 3. Multiplatform Initiatives

MPI houses three Digital-first content initiatives: Chasing the Dream: Poverty, Justice and Opportunity in America; Peril and Promise: The Challenge of Climate Change; and Exploring Hate: Antisemitism, Racism and Extremism. All producers on Chasing the Dream and Peril and Promise were BIPOC.

For Peril and Promise, ongoing daily web content is created and curated featuring new research, op-eds from thought leaders and scientists, as well as features with an editorial focus on marginalized and vulnerable communities. Our content partnerships include Covering Climate Now, Climate Nexus, Rewire, and The Earth Institute at Columbia University:

- How redlining makes communities of color more at risk of deadly heatwaves
- Latino Voters Are Worried About Climate Change. Could They Swing the Election?
- The United States Could Get to 90 Percent Clean Power by 2035
- Africa's young, tech-savvy "agripreneurs" are finding climate-smart farming solution

## D. Community

### 1. Supplier Diversity Program

The WNET Group launched a Supplier Diversity Program with the goal of aligning our supply base with the communities we serve and engaging with certified and qualified diverse businesses in the interest of promoting economic growth in our communities.

### 2. Per Scholas Mock Interview Program

Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Leaders from The WNET Group's Human Resources departments work closely with representatives from Per Scholas to facilitate a mock interview program. The program is currently on hold due to COVID.

### 3. Criminal Justice in America: A WNET Summit

A WNET Summit was held on October 2 in partnership with *Chasing the Dream*. Event was livestreamed across multiple platforms. CE worked with the CTD team to develop quote cards, digital assets, and short social video clips based on the Criminal Justice Summit.

### 4. Public Programs and Screening Events

The WNET Group's Public Programs, managed by the Community Engagement team, reached a total of 8,591 attendees in FY21. These free public events -- showcasing public media content -- were hosted in partnership with nonprofit organizations from across the city and the nation, which helped expand the reach of The WNET Group into new communities. Partner organizations included

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the Schomburg Center for Research in Black Culture, Human Impact Initiative, Jamaica Center for Arts & Learning, Muslim Community Network, Staten Island Arts, Women's Housing and Economic Development Corporation, the Brennan Center for Justice at NYU School of Law, and others. Events included:

- *Tulsa: Fire and the Forgotten*. Thursday, May 20.
- *Recorder: The Marion Stokes Project*. Wednesday, April 14.
- *Mr. SOUL!* Friday, February 19.
- *American Masters - UNLADYLIKE2020*. Wednesday, February 24.
- *The Black Church*. Thursday, February 25.
- *PBS American Portrait*. Wednesday, December 2.
- *Harbor from the Holocaust*. Sunday, September 6.
- *Blood Sugar Rising*. Thursday, September 10.
- *Asian Americans- And She Could Be Next (POV)* Thursday, August 27.
- *American Masters – Miles Davis: Birth of the Cool*. Thursday, July 9.

### 5. Local Community Engagement

On October 27, 2020, WNET held *Criminal Justice in America: A WNET Virtual Summit*. The gathering featured ten thought leaders from across cultures, cities, and sectors to discuss the top criminal justice issues affecting America today, and what can be done to change them. The summit focused on strategies and solidarity, with an understanding of history and eyes toward the future.

In April and May 2021, Community Engagement hosted ***New American Dream***, a five-week series of virtual forums that gather thought leaders from across the country to discuss the impact of white supremacy and state-backed racism on America today. The events also explored ways to make the nation's policies and culture more accountable to its democratic ideals.

Events included:

- *Week 1: Democracy that Doesn't Flinch: Inside Campaigns to Build and Diversify Political Power* (Wednesday, April 28<sup>th</sup>)
- *Week 2: Revolutionary Design: Conceiving a Future Forged with Antiracist Technology* (Wednesday, May 5<sup>th</sup>)
- *Week 3: News That Needs Telling: Journalism That Examines Injustice and Explores Black Power* (Wednesday, May 12<sup>th</sup>)
- *Week 4: Turned Against the Tide: Heeding the Call of White Antiracism* (Wednesday, May 19<sup>th</sup>)
- *Week 5: Braver Than the One Before It: In Search of the New American Dream* (Wednesday, May 26<sup>th</sup>)

Impact highlights from the five weeks of Town Halls include:

- 11 Major promotional partners
- 35 Top thinkers and doers from across the U.S.

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- 259 New email subscribers
- 2,589 Engagements on the THIRTEEN Facebook page
- 13,500 Total page views of the New American Dream landing page
- 262,000 Total Facebook views of the New American Dream social media promo spots
- 6.1 million Total viewer impressions of New American Dream on-air promo spots.

### **6. National Programming & PBS Station Engagement**

- *American Masters: Becoming Helen Keller National Station Engagement Initiative (Phase 1)*: Partnered with eight stations in communities nationwide to participate in intensive professional development focused on increasing accessibility of television/web/social media content and produce accessible television and social content under WNET's supervision.
- *Tulsa: The Fire and the Forgotten National Station Engagement Initiative and Screening Event*: Providing mini payments to ten stations in communities nationwide to promote a national virtual screening event.
- *American Graduate: Path to the Future*: Developed proposal to CPB for a one-year Research & Development project to inform the next phase of the long-running *American Graduate* initiative. Worked with CPB and external producer Gail Stone to create public-facing event unveiling the project in June 2021, during which we partnered with ten local stations to hold local companion events.

## **E. Governance**

### **1. Personnel and Diversity Committee**

The charter of the Personnel and Diversity Committee of WNET's 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 WNET Group's diversity policy, strategic initiatives and statistics on a semi-annual basis. During this reporting period, the Committee met on May 18, 2021 and September 15, 2021.

### **2. Diversifying Board Membership**

The Nominating & Governance Committee of WNET's Board of Trustees has been engaging in a much more rigorous conversation about the most thoughtful and strategic ways to build our board including:

- taking a holistic approach to diversity in terms of background, skillset, professional expertise, network, etc.
- engagement of a search firm, Korn Ferry, to begin work in June to identify two Board candidates over the course of the next year.
- the prospect development team has been working to identify diverse candidates from our current donor pool to bring to the Committee for discussion.
- To date, of the 5 new board members in the past twelve months, 3 are BIPOC.

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### 3. Board Supported Diversity Initiatives

A DEI Fund was launched with support of Board of Trustee funders.

**This document serves as The WNET Group'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's website and is available for Public Inspection upon request.**

The WNET Group's Diversity, Equity & Inclusion report will be retained for a period of three (3) years from the close of the CSG spending period.

The Chief Diversity, Equity and Inclusion Officer and the Vice President of Human Resources are responsible for the content of this report.

## **Appendix A**

### **Workforce Demographics**

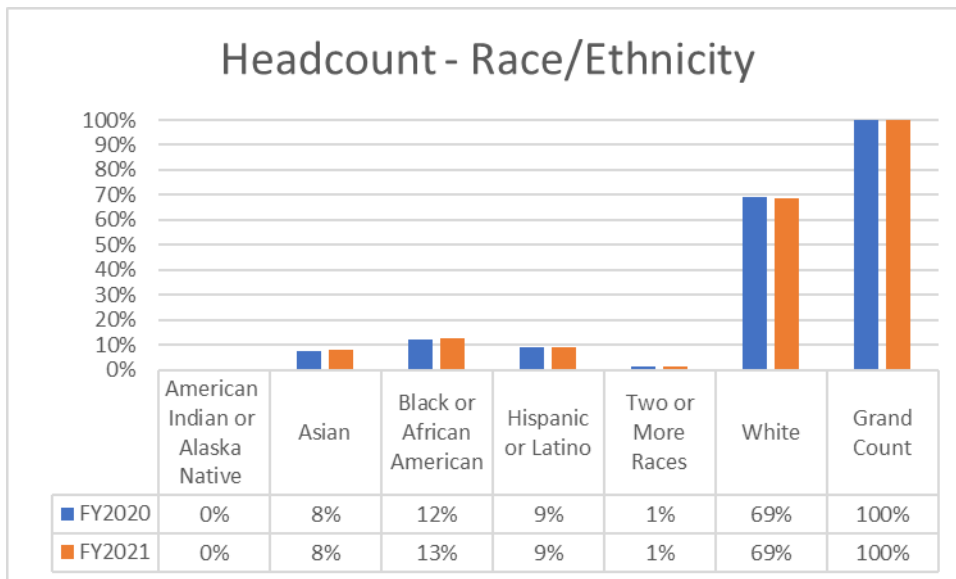
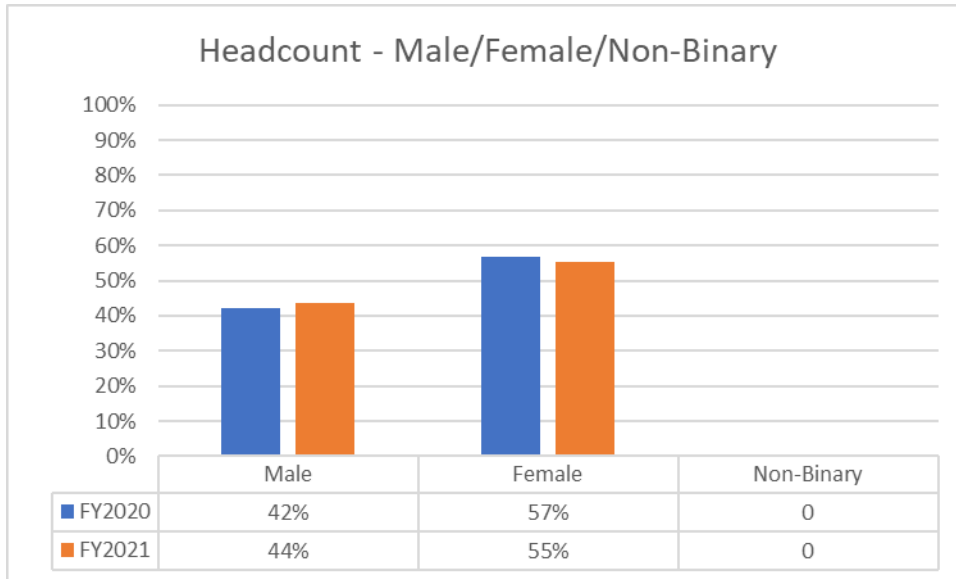
Fiscal Year Comparison  
FY 2020 and FY 2021

- HEADCOUNT
- MANAGEMENT
- NEW HIRES
- PROMOTIONS
- VOLUNTARY TURNOVER
- GENERATIONAL DATA
- COMPARISON WITH BUREAU OF LABOR STATISTICS AND  
NIELSEN/SCARBOROUGH VIEWER DATA
- SUMMARY TABLE

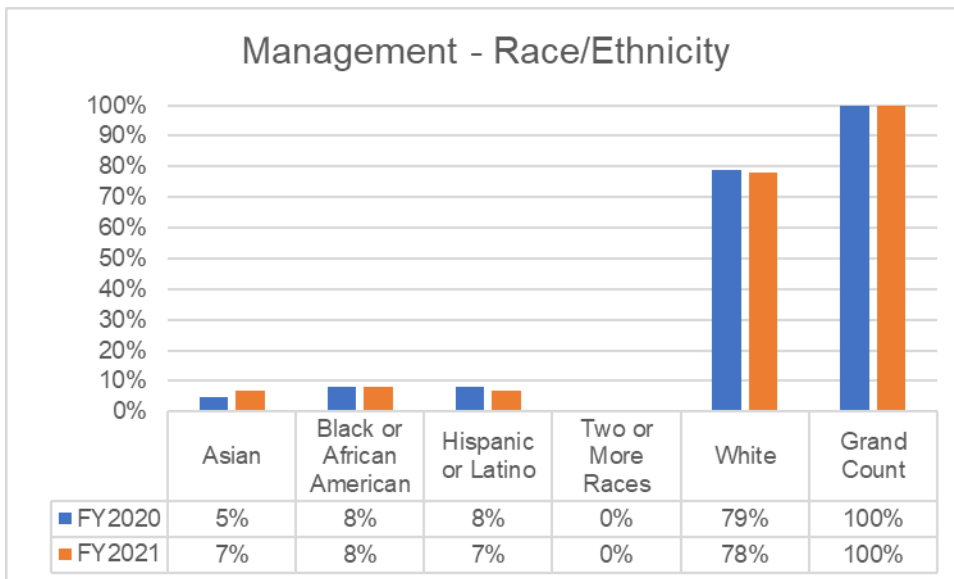
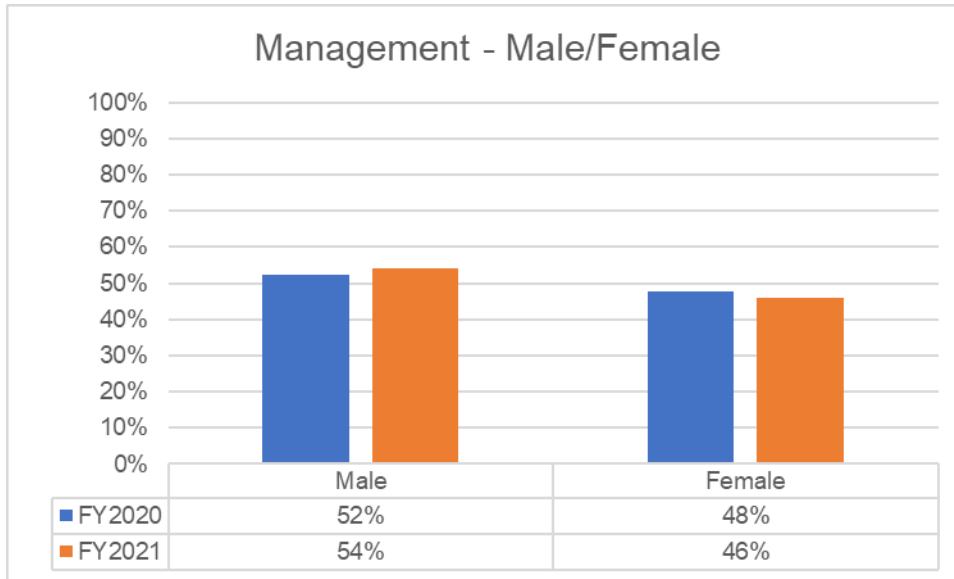
**The WNET Group**  
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**HEADCOUNT**

Fiscal Year Comparison  
 FY 2020 and FY 2021

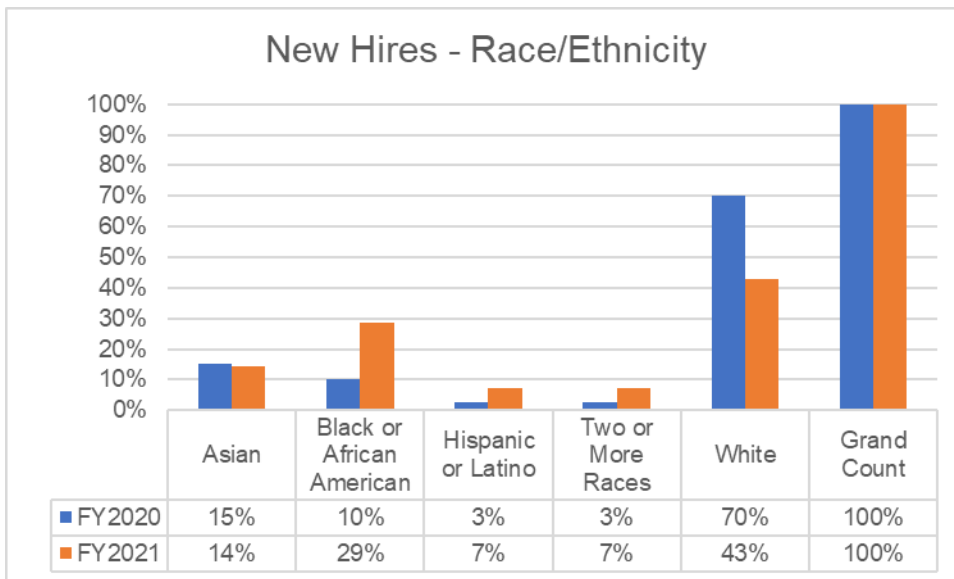
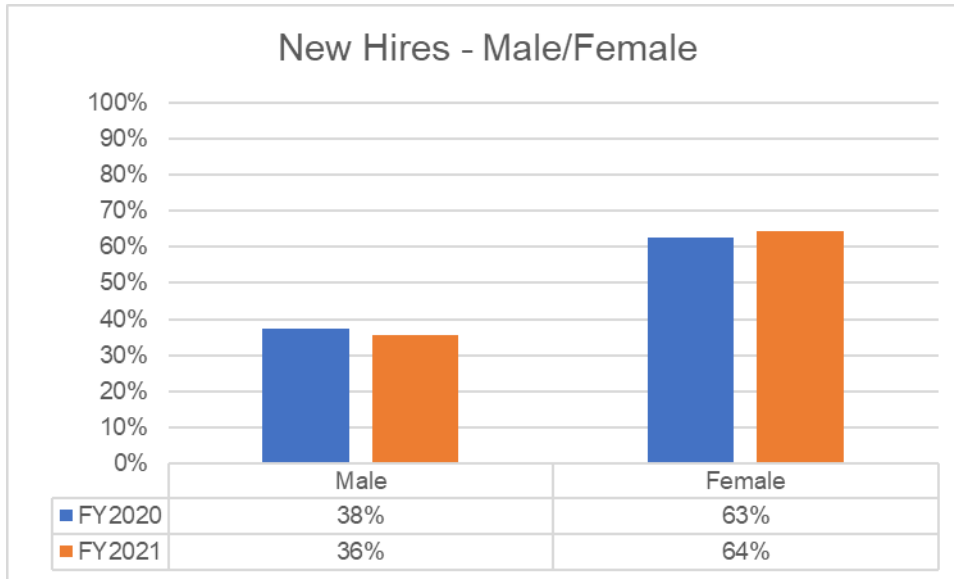


**MANAGEMENT**  
 Fiscal Year Comparison  
 FY 2020 and FY 2021



## NEW HIRES

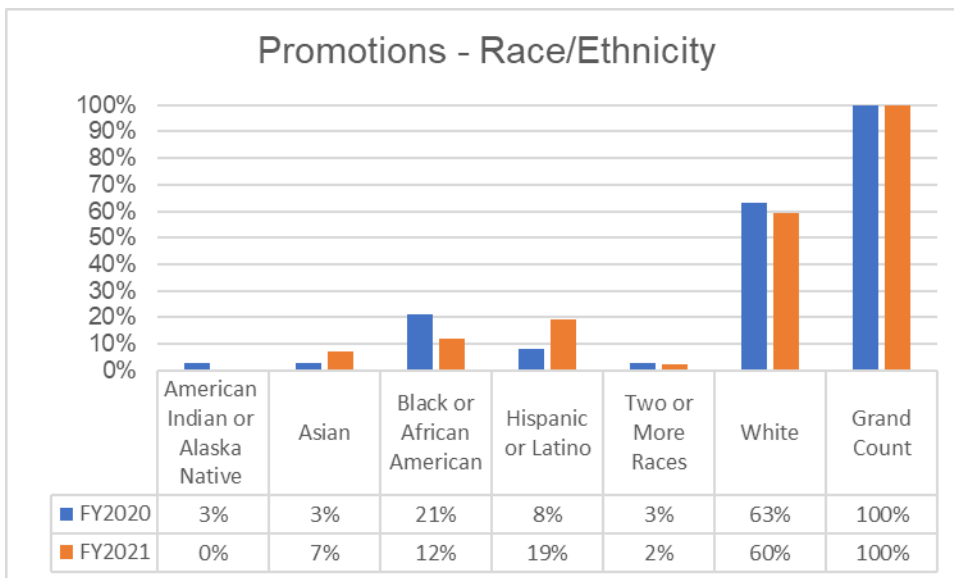
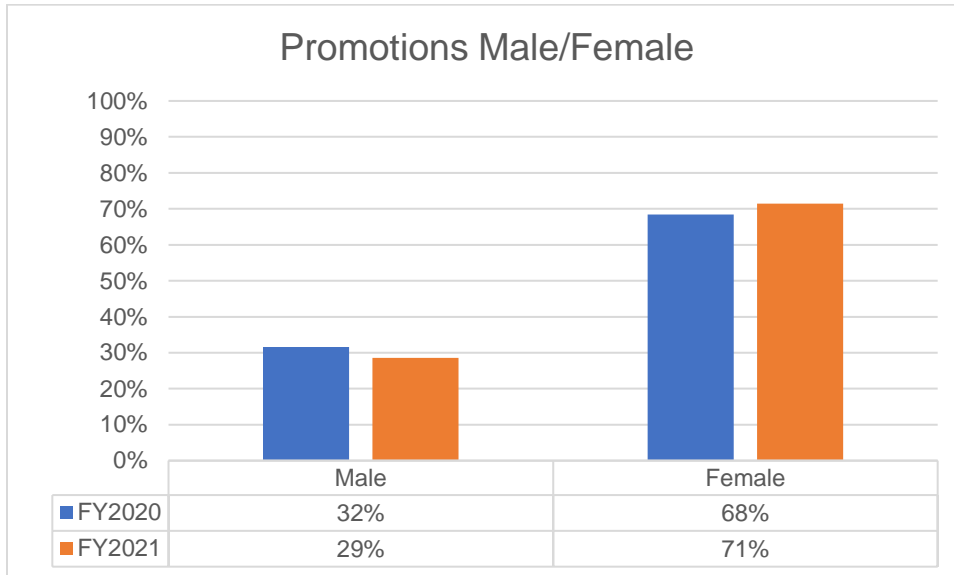
Fiscal Year Comparison  
 FY 2020 and FY 2021





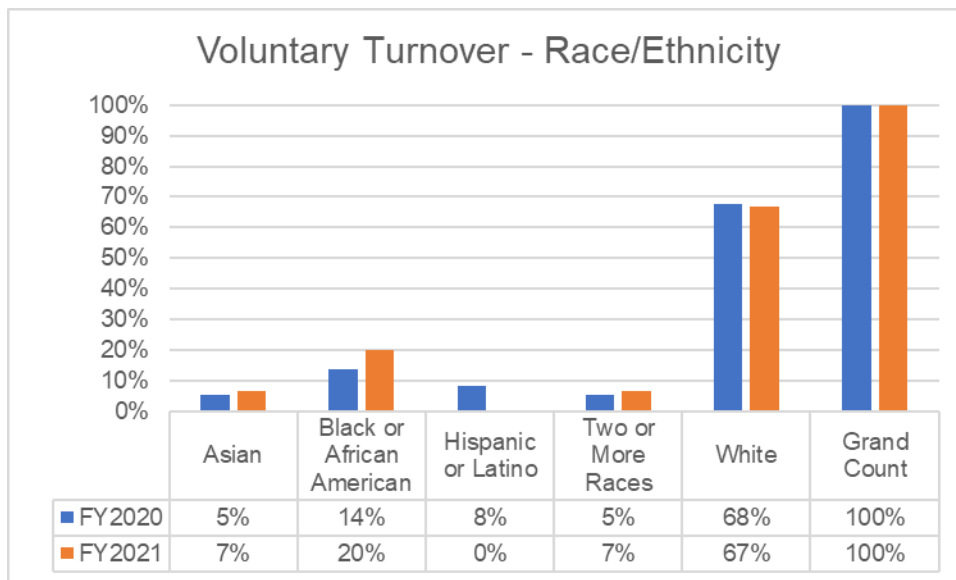
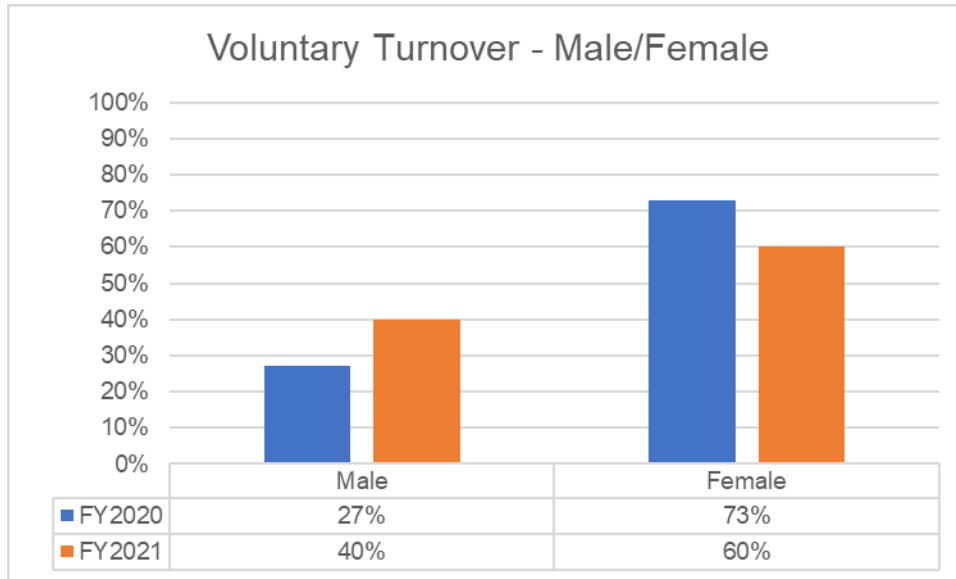
## PROMOTIONS

Fiscal Year Comparison  
 FY 2020 and FY 2021



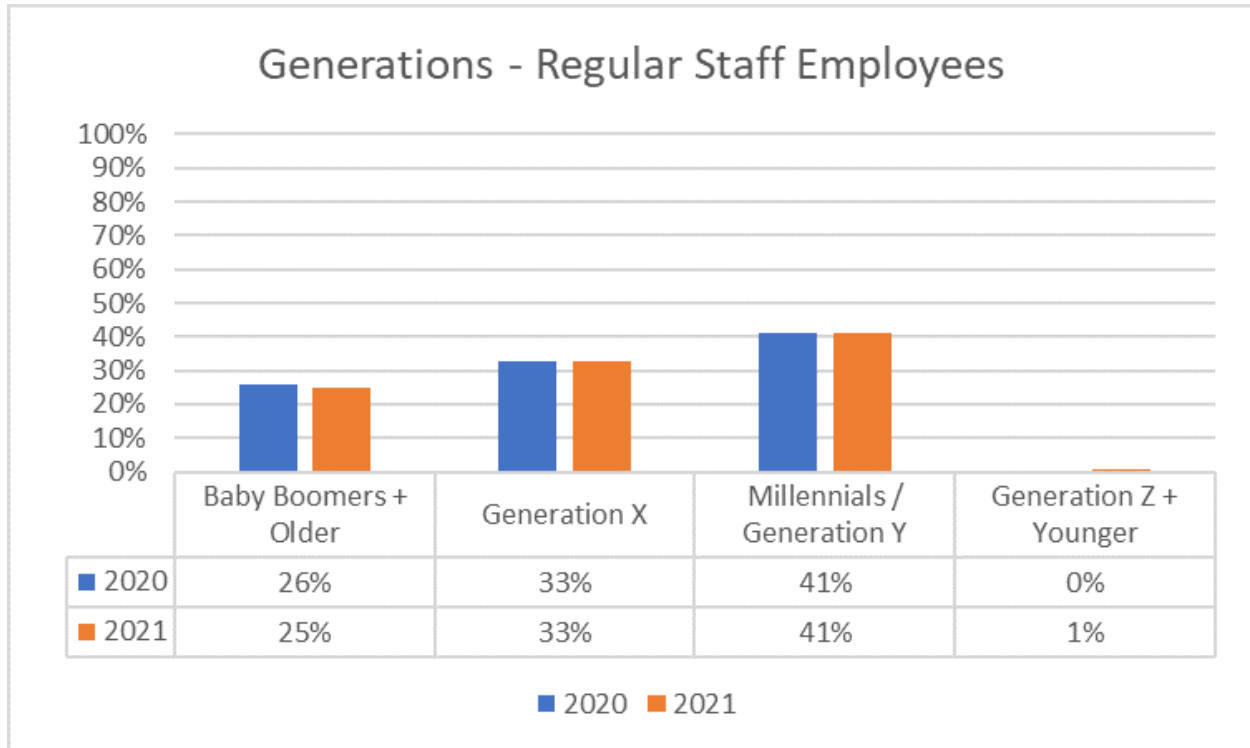
## VOLUNTARY TURNOVER

Fiscal Year Comparison  
 FY 2020 and FY 2021

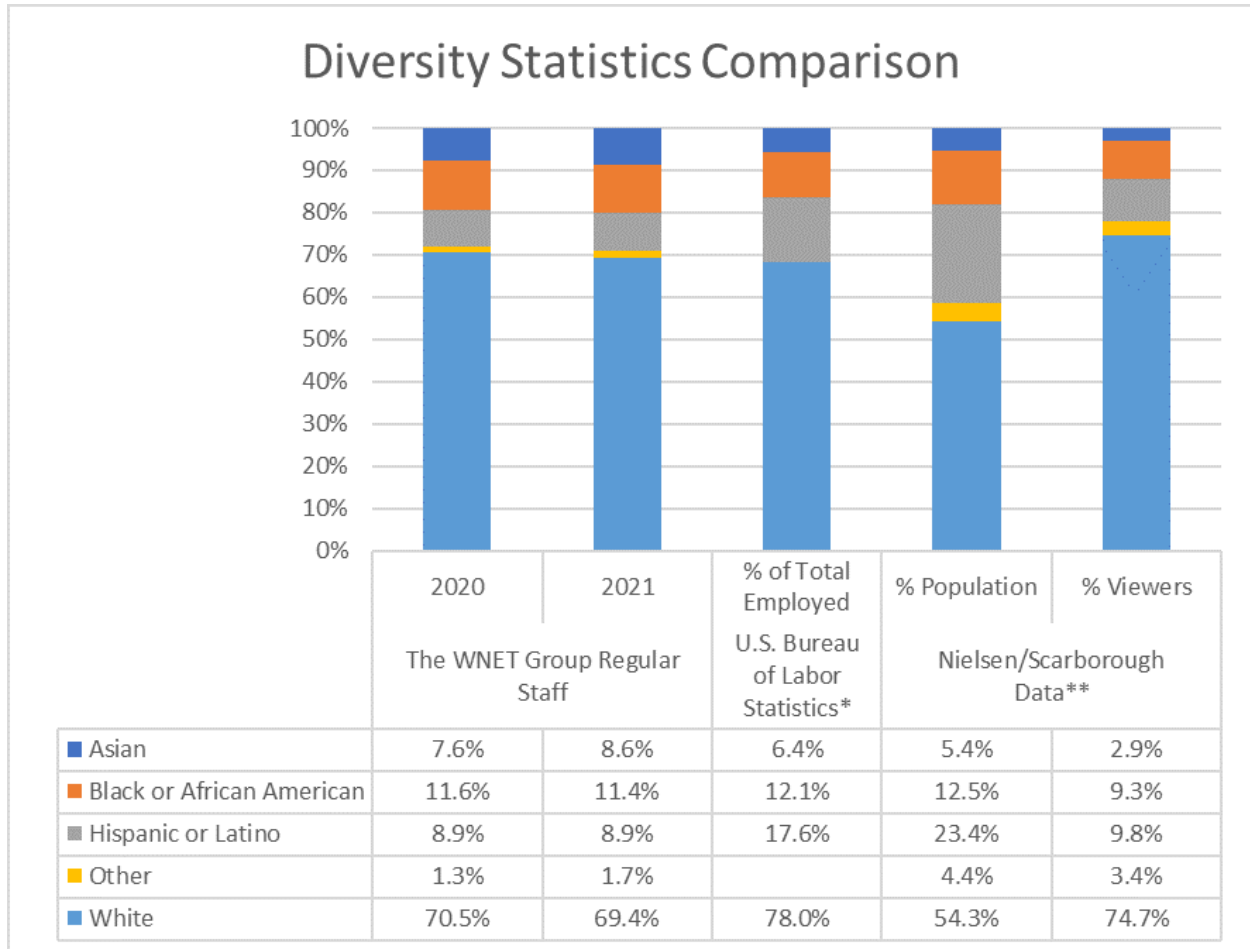


## GENERATIONAL DATA

Fiscal Year Comparison  
 FY 2020 and FY 2021



## COMPARISON WITH BUREAU OF LABOR STATISTICS AND NIELSEN/SCARBOROUGH VIEWER DATA



\*U.S. Bureau of Labor Statistics\* Source: 2020 Labor Force Statistics from the Current Population Survey

\*\*Nielsen/Scarborough Data\*\* Source: Nielsen Trend Analysis, Total NY DMA, Sep 2019 – Aug 2020,  
 Scarborough New York, NY 2020 Release 2 Total (Sep 2019 – Aug 2020)

**The WNET Group**  
**Diversity and Inclusion**

**SUMMARY TABLE**

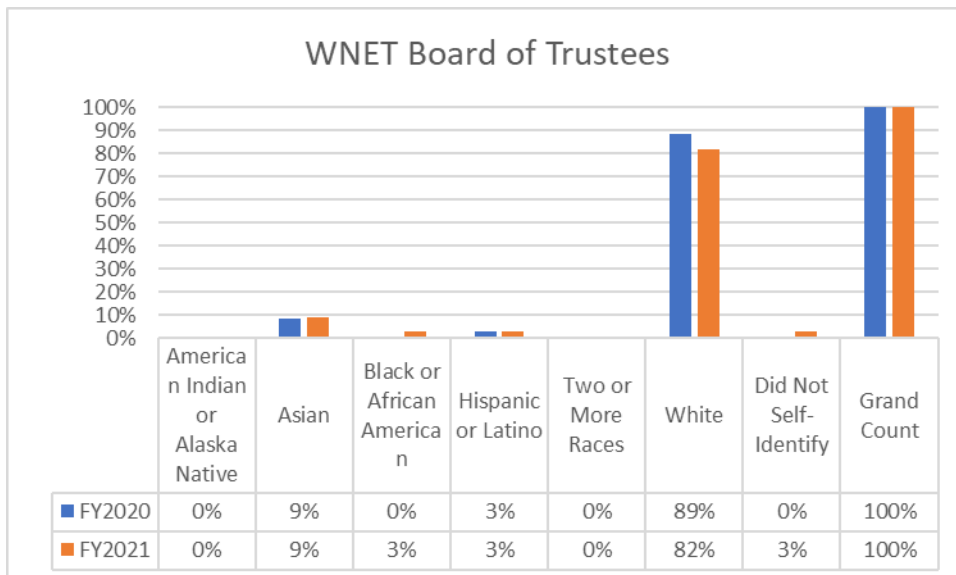
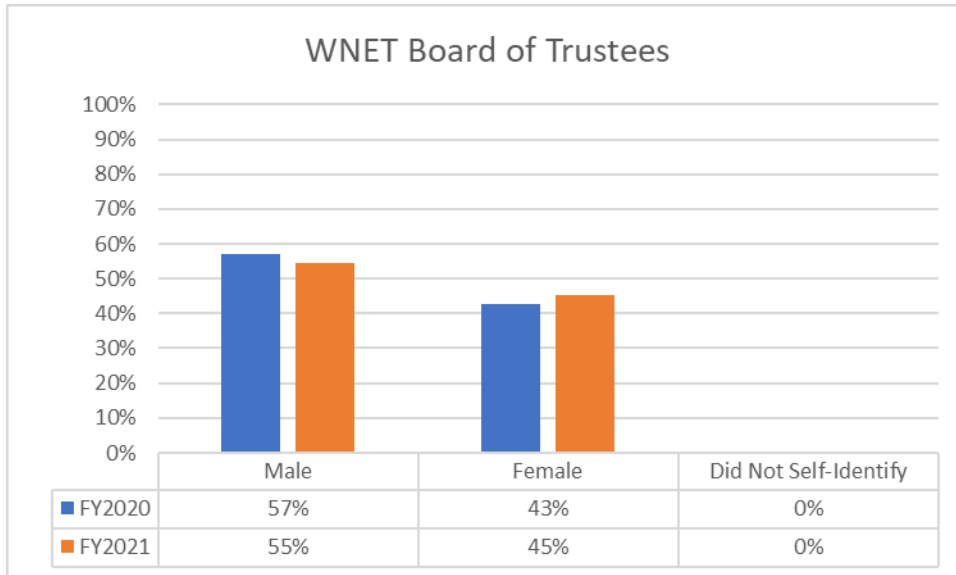
	<b>June 30, 2020</b>	<b>June 30, 2021</b>
Number of Regular Staff Employees	380	359
Average Age	44.5 years	45.2 years
Baby Boomers + Older	26%	25%
Generation X	33%	33%
Millennials/Generation Y	41%	41%
Generation Z + Younger	0%	1%
Average Tenure	9.7 Years	10.3 Years
Male/Female/Non-Binary	43% / 56% / 1%	44% / 55% / 1%
BIPOC Population – Regular Staff	30%	31%
BIPOC Population – Senior Managers	25%	31%

## Appendix B

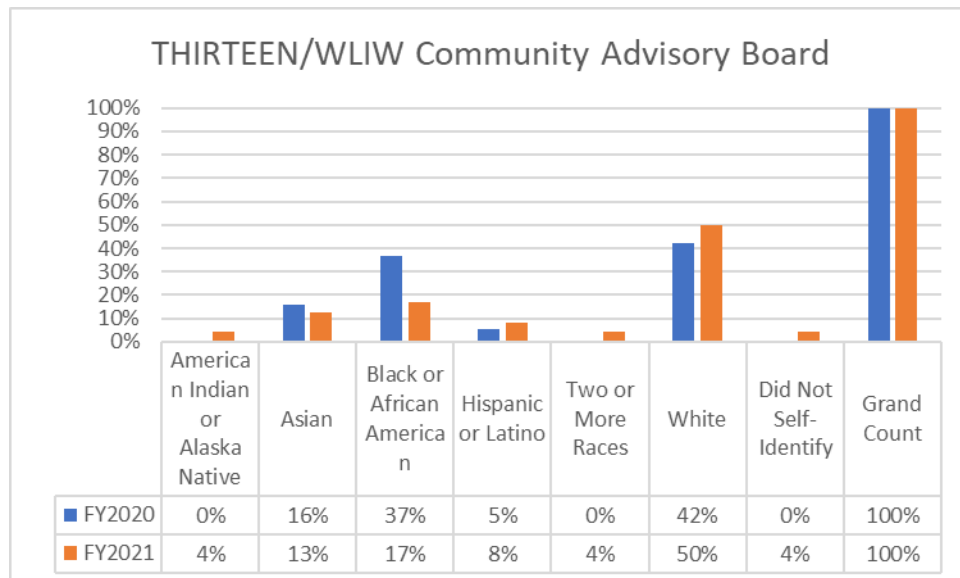
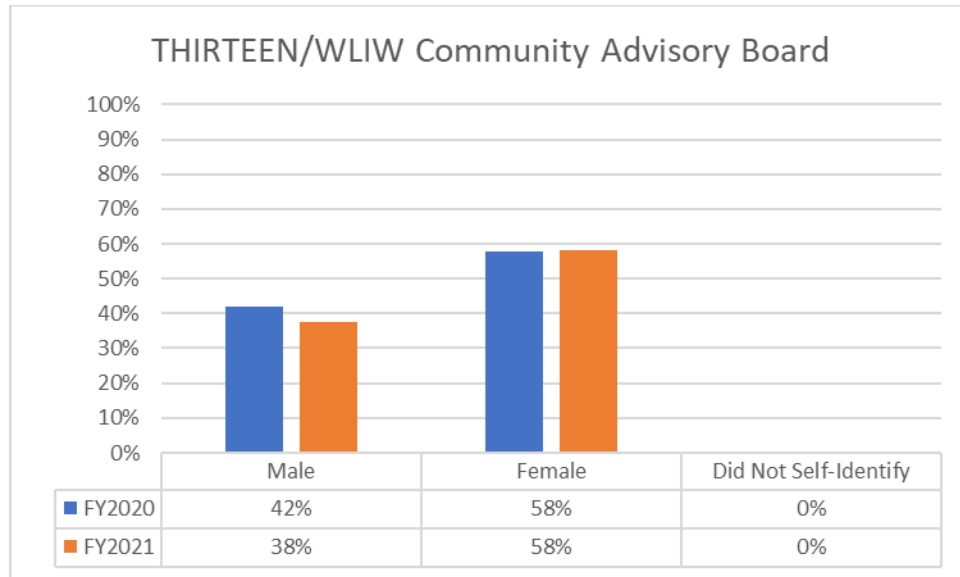
### Board of Trustees and Advisory Board Demographics

- WNET BOARD OF TRUSTEES
- THE THIRTEEN/WLIW COMMUNITY ADVISORY BOARD
- PUBLIC MEDIA NJ'S BOARD OF TRUSTEES
- NJ PBS COMMUNITY ADVISORY BOARD

## WNET BOARD OF TRUSTEES

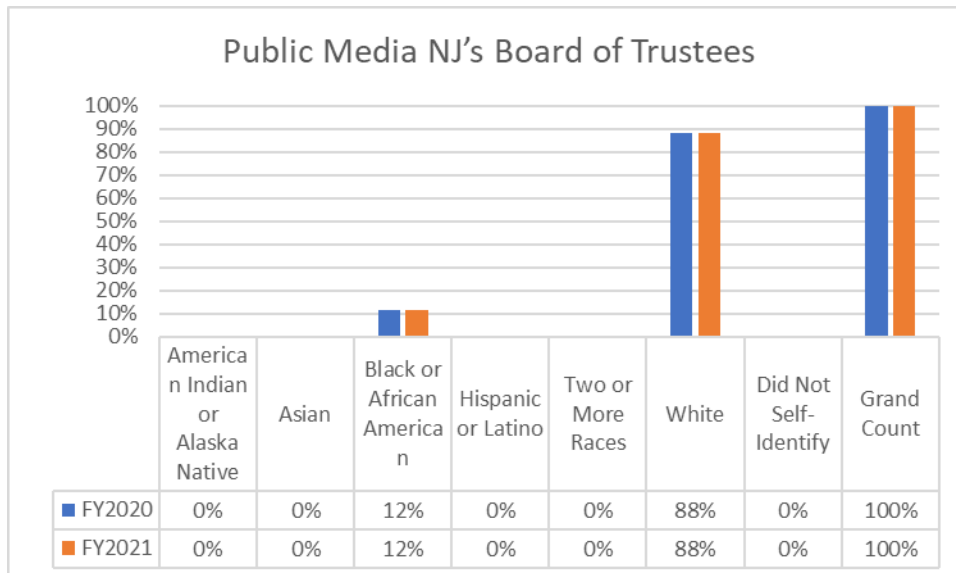
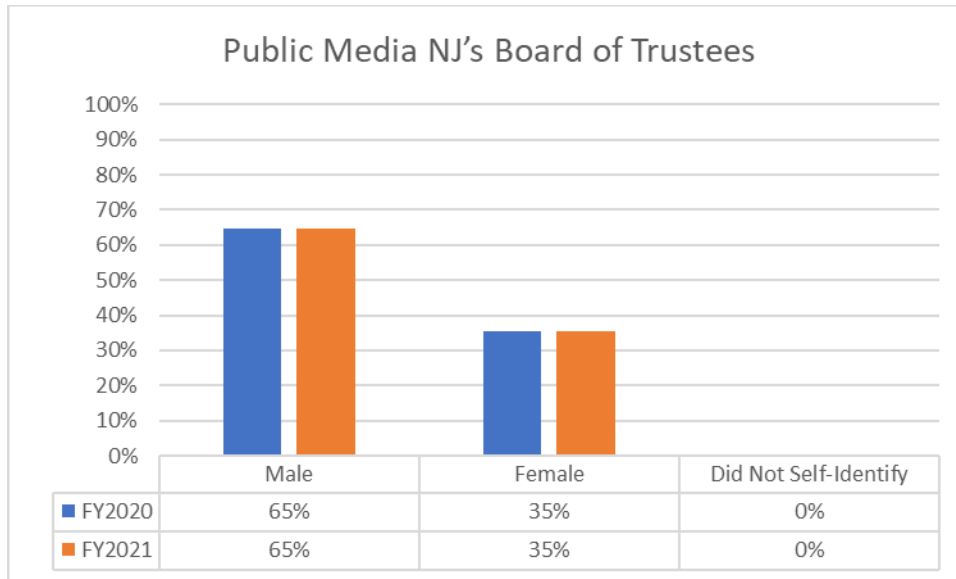


## THE THIRTEEN/WLIW COMMUNITY ADVISORY BOARD





## PUBLIC MEDIA NJ'S BOARD OF TRUSTEES



## NJ PBS COMMUNITY ADVISORY BOARD

