

2023

Living Our Mission

The Journey Continues

New York Public Radio's
Diversity, Equity, and Inclusion
FY2023 Report

—
July 1, 2022 - June 30, 2023

NEW YORK
PUBLIC
RADIO





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1. Introduction



A Message from Our President and CEO *LaFontaine E. Oliver*

I have dedicated my life to working in media because of my belief in the power of the human voice to stir the soul and reach the heart. To share relevant and critical information in ways that people can hear. To tell stories that let us look inside the lives of others, so we may see them as more fully human. To sing songs of joy in times of celebration, and songs of protest when neighbors come together to call for an end to injustice.

Throughout my career, I have worked to bring more voices into the room and to the table. To make news and music accessible to wider and more diverse audiences. And to ensure that the programming my teams produce is meeting the actual needs of the communities we are here to serve.

I was thrilled to join New York Public Radio because this organization has long been a leader in this work. It is a model within the industry for its tangible efforts to strengthen the internal culture—so that all of NYPR’s talented employees can be empowered to grow and flourish. It has been inspiring to join a group of colleagues who share my passion for creating a world that is more equitable and more just, and I am eager to support them in deepening their impact.

As we move forward and approach WNYC’s Centennial in 2024, we will continue to ask what the people of our region and our nation need from New York Public Radio. We will be steadfast in our efforts to provide it, and we will redouble our efforts to connect with audiences and communities we aren’t yet reaching. That will mean showing up in new and ever-more relevant ways and shaking up old ideas about who public media is *for* and *by*. It will mean continuing to walk the walk, showing people who we are today, and who we aspire to be in the future.

I am excited for the work ahead as we continue to build a truly public forum for our city to speak in its many voices and textures.

LaFontaine E. Oliver

President and CEO

“ We will be steadfast in our efforts to connect with audiences and communities we aren’t yet reaching.”



A Message from Our Chief Diversity Officer *Brenda Williams-Butts*

As I reflect on our Diversity, Equity, and Inclusion work this past year, what stands out is our progress on the journey to create a culture of belonging inside and outside our organization. Everywhere I look, a diverse staff reports, moderates, makes podcasts, and works behind the scenes to lead, manage, and support others. Our diversity reflects our local communities, allowing us to find and tell their stories with nuance. It also drives us to explore new ways to reach our audiences and reveal fresh perspectives.

Central to our efforts this year was the creation of our third Race Equity Action Plan, a set of commitments for advancing racial equity inside New York Public Radio and in our content. Conceived by a peer-nominated Culture, Equity, and Inclusion Working Group—comprised of an advisory body of diverse staff from across the organization—the Race Equity Action Plan is our guide for building trust, nurturing creativity, and encouraging an inclusive culture. We deepened our commitment to growing and retaining talent of color and prioritized diverse voices in our programming.

We made significant progress on our goal to normalize working in an inclusive organization. This is the groundwork that leads to outstanding journalism and a better understanding of where we need to go forward as a trusted media organization. We also made advancements cultivating a culture where we work together to nurture and sustain inclusivity so our staff can thrive and excel in their careers.

Some highlights from this report include:

- ▶ We expanded racial equity training opportunities to encourage open and courageous conversations.
- ▶ We implemented several changes recommended by the Accessibility Working Group to improve technology resources, content-related services, administrative processes, and accessing facilities.
- ▶ Content teams across the organization elevated authentic voices for high-quality programming that reflects the incredible diversity of our communities.

Continued on next page →

“ Our DEI work is cross-functional, ongoing, and responsive to our needs as they change over time. ”

When I started working at New York Public Radio over 20 years ago, I was often the only person of color in the room. Today, that has shifted. And this year, we are thrilled to welcome New York Public Radio's new CEO and President, LaFontaine E. Oliver, the first Black person to lead the organization. LaFontaine is a seasoned radio veteran with significant strategic expertise and community engagement experience.

The arrival of LaFontaine marks a new era at New York Public Radio. We are not just continuing to improve but pushing outdated boundaries aside and propelling ourselves forward with intention. We are fully committed to the work of embedding DEI into our organization's DNA so that it is not something we must do or want to do—it is something that we do. It is who we are!

Brenda Williams—Butts
Chief Diversity Officer

New York Public Radio's Commitment to Diversity, Equity, And Inclusion

At New York Public Radio, Diversity, Equity, and Inclusion is an integral part of our organizational mindset that we aspire to every day in our journalism, storytelling, conversation, and music programming. DEI is especially critical to our work as a mission-driven media organization because a diverse workforce is essential to delivering content that reflects and serves our audiences in New York City, the region, and beyond. Inside our organization and in the content we produce, we strive to be an institution where all voices are encouraged, valued, and heard.





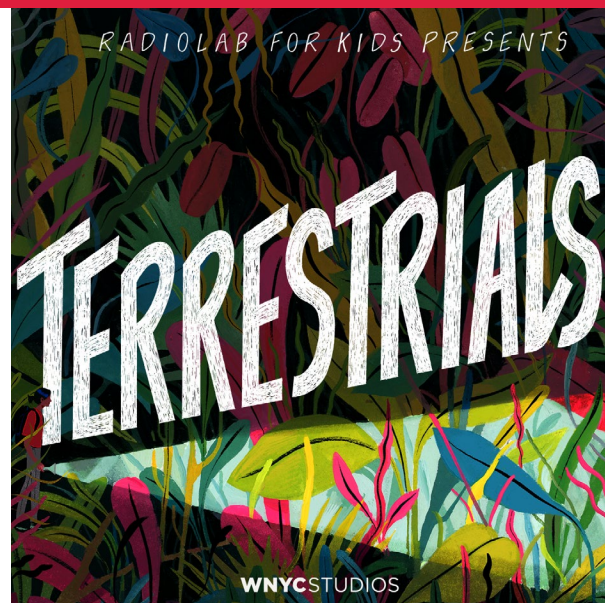
Our Progress

A. Content Update

As a news and cultural organization, we are deeply committed to sharing the stories, voices and talents of our city's and our region's communities across all of our programming.

FY2023 Key Highlights:

- ▶ WNYC Studios' *Radiolab* and its spinoff for kids, *Terrestrials*, brought forward the voices of BIPOC, LGBTQIA+ people, and people with disabilities who asked probing questions and told stories from varied viewpoints and contexts. *Radiolab*'s "Family People" episode unraveled loss and reuniting from enslavement to today through the story of one woman's attempt to trace her family's history with their name. "The Seagulls" delved into sexual diversity in the animal world and the lessons it holds for how we view human sexual diversity. *Terrestrials* delighted in the strangeness and sheer diversity of nature and the animal world.
- ▶ Through interviews, historical investigation, and personal storytelling, WQXR's podcast series *Every Voice with Terrance McKnight* brought marginalized voices to the center of the conversation about representations of Blackness in opera.
- ▶ The newsroom went out into NYC and New Jersey communities, bolstering reporters' efforts to build stronger relationships with residents and serve our audience. In a new partnership with Street Lab, the Community Partnership Desk engaged New Yorkers as sources on the most pressing stories in their lives. *Morning Edition* and *All Things Considered* took the shows on the road, broadcasting live from various neighborhoods to engage locals in the conversation, including from a New Jersey diner to discuss the 2022 election, a Long Island community college to talk about the economy, and WNYC Transmitter Park to highlight the legacy of industrial pollution in North Brooklyn for Earth Day.
- ▶ WNYC / Gothamist hosted an in-person interview with New York City Mayor Eric Adams about the future of the city's housing and homelessness before a live audience at The Greene Space. A panel discussion with politicians, community leaders, and urban planners followed the interview.





- ▶ The Greene Space's Artist-In-Residence program provides a platform for BIPOC and other artists working at the intersection of art, multimedia, and journalism including investigative and improvisational theater, live musical experiences, and contemporary variety-style shows. Programming this year included Ancestral Communal Listening Experiences—a series highlighting gospel, blues, jazz, and other Black roots music forms. Bad Grrls Creative Club explored what it's like to be a creative in a world where the creator is queen; tackling film, fashion and art.
- ▶ The newsroom's Race & Justice Unit continues to report on the most important issues that shape the lives of BIPOC people in our community including an influx of immigrants and the City's inability to help them meet their basic needs; the shrinking of New York's Black population; and the dire conditions experienced by people detained at Rikers Island, the vast majority of whom are BIPOC.

17th Annual Martin Luther King Day Celebration

In its 17th year, WNYC's annual Dr. Martin Luther King, Jr. Day celebration, presented in partnership with the historic Apollo Theater, explored Dr. King's 1960s era work within the context of contemporary social justice movements. Kai Wright, host of WNYC's *Notes from America*, and WQXR's Terrance McKnight hosted this year's event, which featured discussions with leading racial justice activists. New York Public Radio CEO and President LaFontaine E. Oliver gave opening remarks alongside Jonelle Procope, President and CEO of The Apollo, and Isisara Bey, Artistic Director of March on Washington Film Festival.

The live event was broadcast nationally on *Notes from America* on over 130 public media stations nationwide and live-streamed on YouTube.



B. Staff, Leadership, and Board Demographics

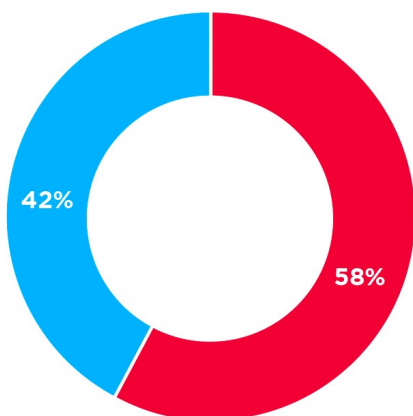
The following demographics give a snapshot of our staff, leadership, and Board diversity and representation for FY2023. We believe these data and metrics help us assess DEI outcomes, identify where we are making progress, and focus our attention on where to continue our efforts to bring about meaningful change.

FY2023 Key Highlights

- ▶ Overall, our staff race and ethnicity demographics remained relatively the same in FY2023, when compared to FY2022.
- ▶ There was an increase in male representation at the Executive Leadership level, up 25% in FY2023 compared to FY2022.
- ▶ We achieved a retention rate for BIPOC staff of 89%, up 10% from FY2022. Additionally, our overall staff retention rate is 91% which is an increase of 13% compared to FY2022.
- ▶ There was a 22% increase in BIPOC interns in FY2023 from FY2022.
- ▶ There was an increase in Board race and ethnicity up 4% in FY2023 compared to FY2022.

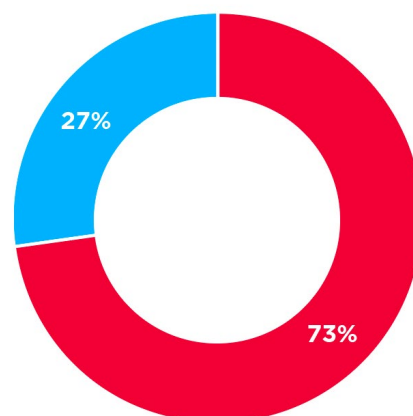
FY2023 and FY2022 Executive Team Gender Representation

FY2023 Executive Team Gender Representation



■ Male ■ Female

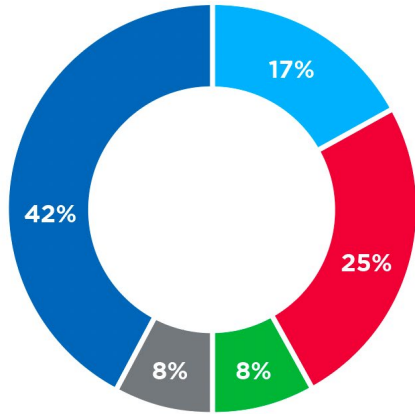
FY2022 Executive Team Gender Representation



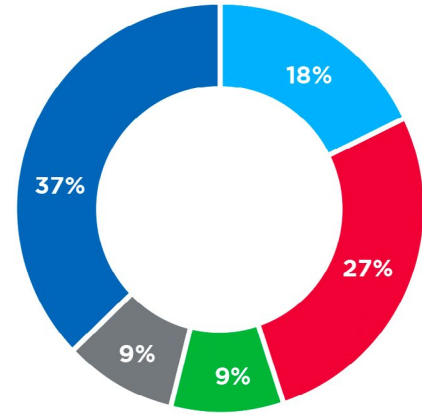
■ Male ■ Female

FY2023 and FY2022 Executive Team Race and Ethnicity Representation

FY2023 Executive Team Race and Ethnicity Representation

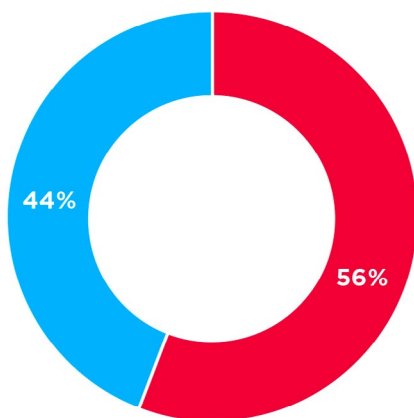


FY2022 Executive Team Race and Ethnicity Representation

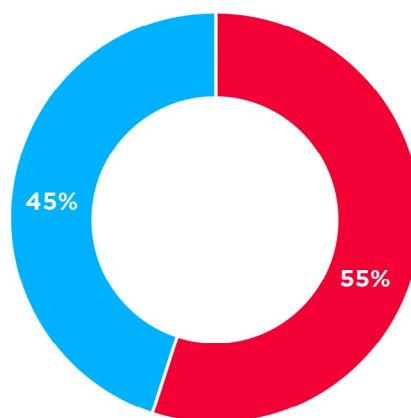


FY2023 and FY2022 All Staff Gender Representation

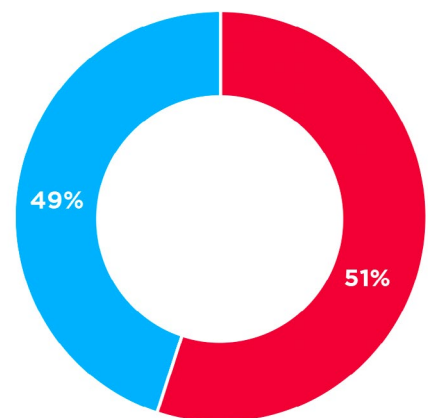
FY2023 All Staff Gender Representation



FY2022 All Staff Gender Representation



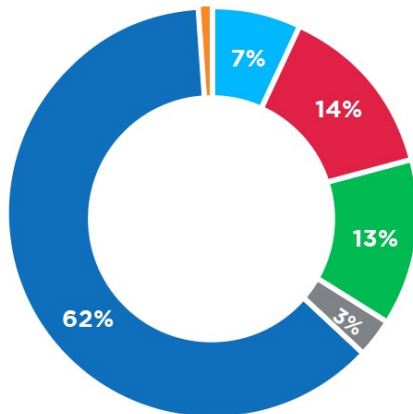
NY Metro Area Gender Representation¹



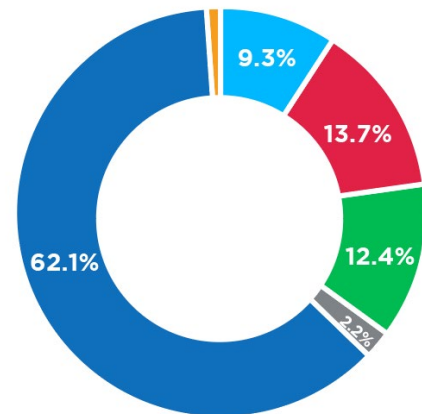
¹ The data for gender, race, and ethnicity for the New York Metropolitan Area were provided by [The Census Reporter](#). The areas included in the NY Metro Area are defined by the New York-Newark-Jersey City, NY-NJ-PA Metropolitan Statistical Area.

FY2023 and FY2022 All Staff Race and Ethnicity Representation

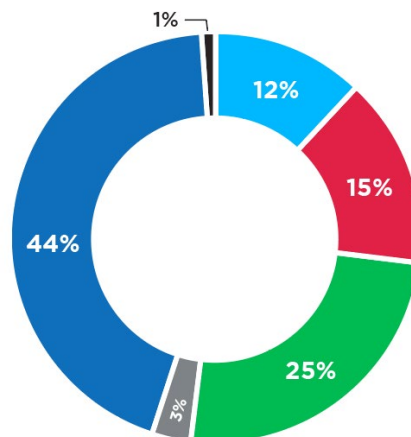
**FY2023 All Staff
Race and Ethnicity Representation**



**FY2022 All Staff
Race and Ethnicity Representation**



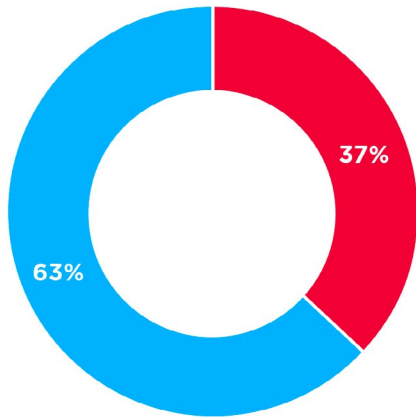
**NY Metro Area
Race and Ethnicity Representation¹**



¹ The data for gender, race, and ethnicity for the New York Metropolitan Area were provided by [The Census Reporter](#). The areas included in the NY Metro Area are defined by the New York-Newark-Jersey City, NY-NJ-PA Metropolitan Statistical Area.

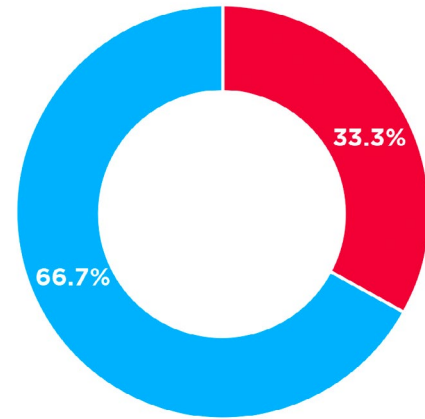
FY2023 and FY2022 Board of Trustees Gender Representation

**FY2023 Board of Trustees
Gender Representation**



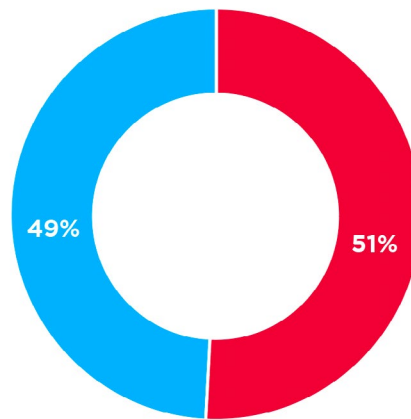
■ Male ■ Female

**FY2022 Board of Trustees
Gender Representation**



■ Male ■ Female

NY Metro Area Gender Representation¹

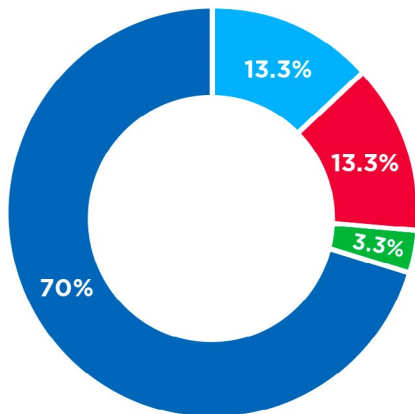


■ Male ■ Female

¹ The data for gender, race, and ethnicity for the New York Metropolitan Area were provided by [The Census Reporter](#). The areas included in the NY Metro Area are defined by the New York-Newark-Jersey City, NY-NJ-PA Metropolitan Statistical Area.

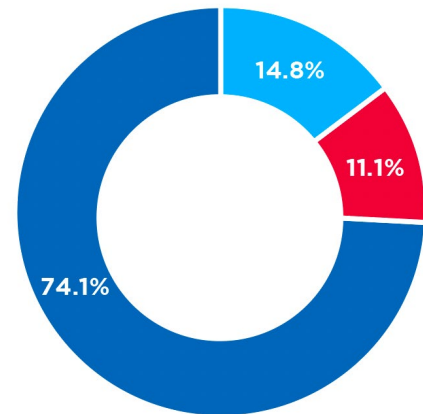
FY2023 and FY2022 Board of Trustees Race and Ethnicity Representation

**FY2023 Board of Trustees
Race and Ethnicity Representation**



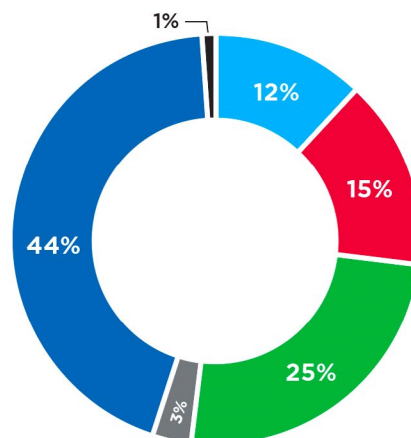
■ Asian
■ Black or African American
■ Hispanic/Latino
■ White

**FY2022 Board of Trustees
Race and Ethnicity Representation**



■ Asian
■ Black or African American
■ White

**NY Metro Area Race
and Ethnicity Representation¹**

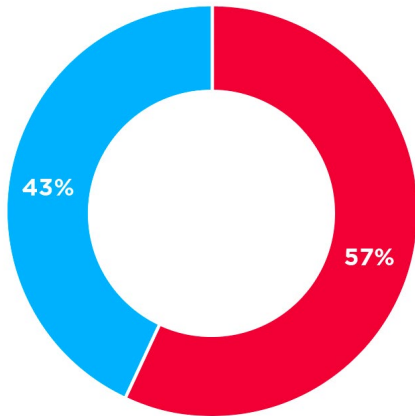


■ Asian
■ Black or African American
■ Hispanic/Latino
■ White
■ Two or more races
■ Native
■ Islander
■ Other

¹ The data for gender, race, and ethnicity for the New York Metropolitan Area were provided by [The Census Reporter](#). The areas included in the NY Metro Area are defined by the New York-Newark-Jersey City, NY-NJ-PA Metropolitan Statistical Area.

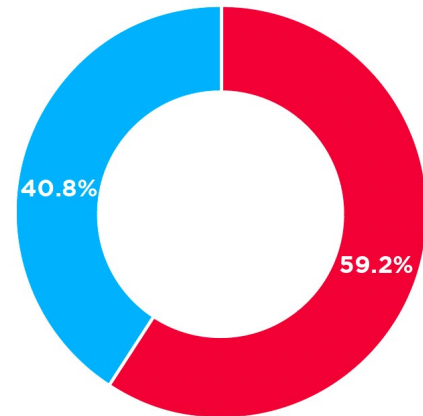
FY2023 and FY2022 New Hires Gender and Race and Ethnicity Representation

**FY2023 New Hires
Gender Representation**



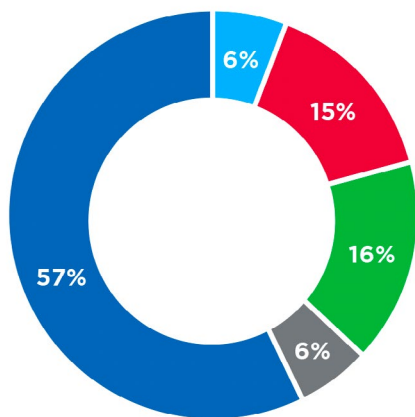
Male Female

**FY2022 New Hires
Gender Representation**



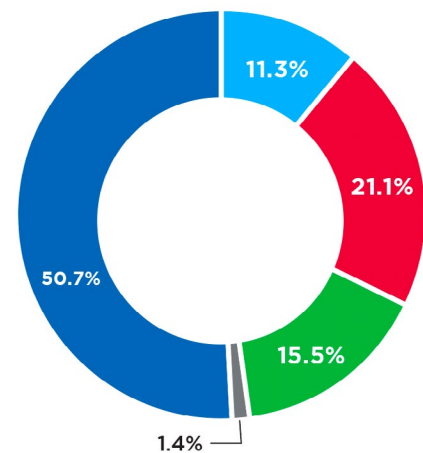
Male Female

**FY2023 New Hires
Race and Ethnicity Representation**



Asian Black or African American White
Hispanic/Latino Two or more races

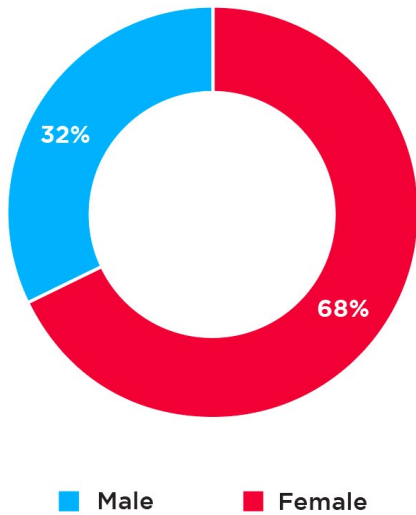
**FY2022 New Hires
Race and Ethnicity Representation**



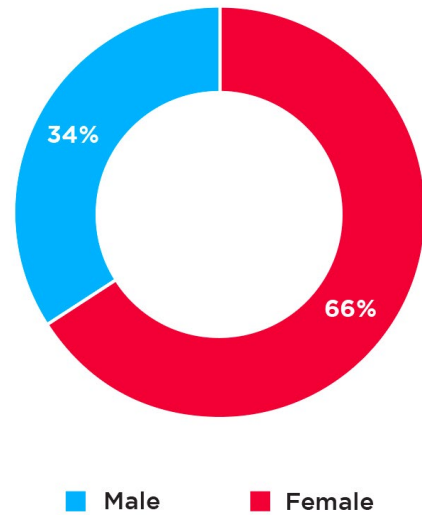
Asian Black or African American White
Hispanic/Latino Two or more races

FY2023 and FY2022 Promotions Gender and Race and Ethnicity Representation

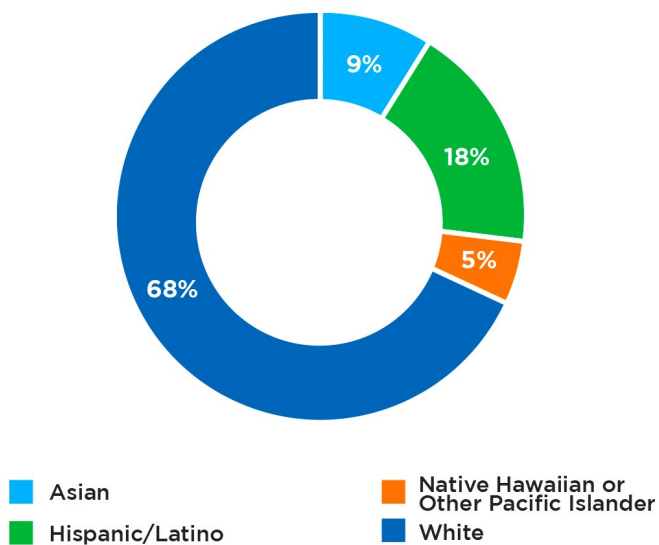
**FY2023 Promotions
Gender Representation**



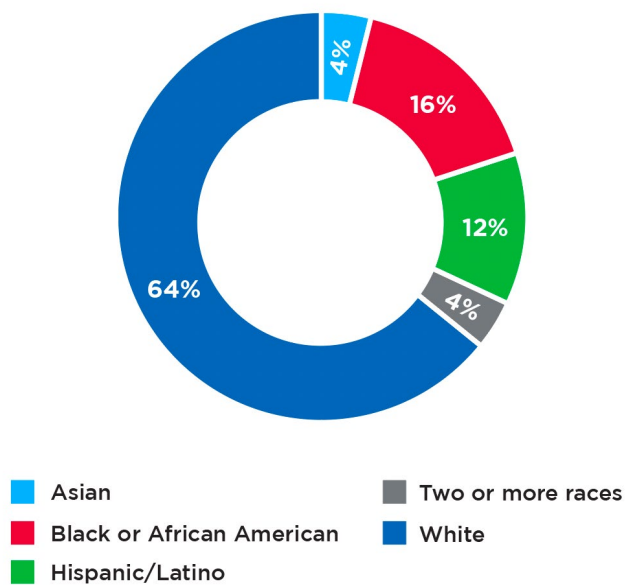
**FY2022 Promotions
Gender Representation**



**FY2023 Promotions
Race and Ethnicity Representation**

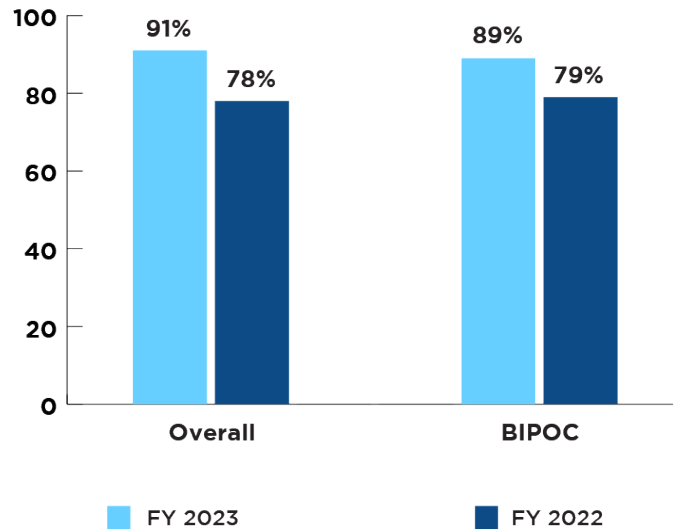


**FY2022 Promotions
Race and Ethnicity Representation**



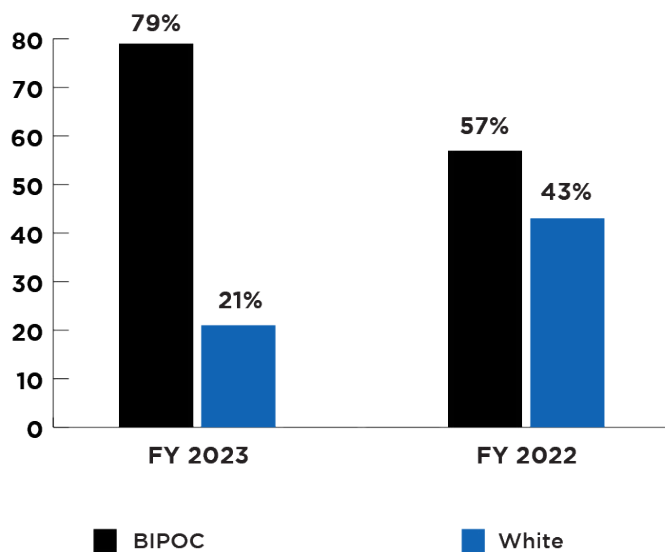
FY2023 and FY2022 Overall and BIPOC Staff Retention Rates

FY2023 and FY2022 Staff Retention Rates

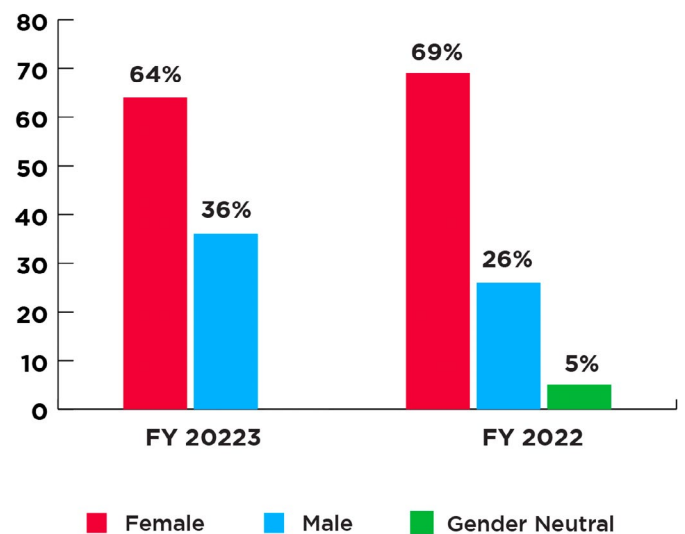


FY2023 and FY2022 Intern Composition

FY2023 and FY2022 Interns Race and Ethnicity Representation



FY2023 and FY2022 Interns Gender Representation



C. An Inclusive Workplace



Inclusion, Culture, and Engagement

The Culture, Equity, and Inclusion Working Group, established in 2021, is composed of employees across the organization who meet annually to create a new Race Equity Action Plan, a set of commitments that guide DEI-based initiatives throughout the year. The working group's key commitments for FY2023 included an enhanced focus on racial equity training, talent development, and accessibilities. The group analyzed current practices and recommended strategies to fulfill those commitments. This work increases cross-team trust and accountability, extending the roots of diversity, equity, and inclusion deeper into the culture of our organization.

Racial Equity Training

We increased opportunities for staff to build cultural competency, encouraging them to participate in forging a culture where DEI is fundamental. New hires had a chance to get to know one another while they participated in the half-day session “Building Racial Equity.” Other training sessions including “Respect in the Workplace,” “Myths, Tropes, and Stereotypes,” and “Allyship & Intersectionality,” sparked thoughtful conversation and reflection among attendees. In light of the tragic police violence and racially motivated mass shootings that shook us all year, we convened “Lunchtime Huddles,” led by a licensed psychologist specializing in building community and resilience through dialogue in the workplace.

“Central to our efforts this year was the creation of our third Race Equity Action Plan, a set of commitments for advancing racial equity inside New York Public Radio and in our content.”

Brenda Williams-Butts
Chief Diversity Officer

Talent Development

Working closely with Human Resources, we laid a foundation for staff to develop their careers and build skills in a culture that respects diverse experiences and paths to NYPR. We remain committed to expanding these resources. This year we introduced the following:

- ▶ On-demand coaching and learning from Bravely and LinkedIn Learning.
- ▶ Team leadership training, “Managing for Impact,” especially for people managers.
- ▶ Intro webinars on financial literacy to help staff navigate today’s markets and manage their personal finances.
- ▶ A new Learning & Development calendar to keep staff informed of training opportunities across the organization.

Accessibilities

The Accessibility Working Group conducted an internal evaluation to determine how NYPR can be more accessible to more people. Results include:

- ▶ A checklist for staff to ensure all our events—on and offsite—are accessible to as many people as possible. The list includes increased font size on presentations, captioning, wheelchair access, and other accommodation assistance.
- ▶ An Internal Grievance Procedure which outlines the process for reporting access barriers for anyone with a disability, including staff, contractors, guests, vendors, listeners, and the public.
- ▶ The Web Accessibility Policy prioritizes accessibility of our new and most frequently visited web content and outlines our commitment to improving all existing web pages over time.
- ▶ Transcription on-demand for staff who want the text of a meeting and for listeners who want to read any of our audio content.

Employee Engagement

In 2017, New York Public Radio committed to integrating DEI into the workplace culture and boosting employee engagement. Six years later, the data show that meaningful change is arising from our collective efforts. Overall employee engagement scores increased an average of 9 percent over last year. Another increase is also the most striking: a 17-point rise this year in the number of employees who see positive change at New York Public Radio.

Our success is achieved through cross-functional collaboration and an elastic response to shifting circumstances, now and in the future. This is how we live our mission, and we’re getting better at it, together, every day.



What's Next

This year we saw momentum and buy-in at all levels of the organization, as a result of consistent effort and transparency. This is a testament to the commitment of so many people across the organization and at every level. We know that DEI is not a project or goal, but rather an ongoing practice that is never done. As we move forward, we will continue to analyze the data, challenge ourselves to deeper levels of commitment, and ask ourselves tough questions. How do we accelerate our efforts to bring new BIPOC audiences to the table? How do we better understand what our communities need from us? What local coverage and conversation is valuable and authentic? And how do we bring more BIPOC staff into management and leadership roles?

The answers present an exciting opportunity for New York Public Radio to forge new ways to reach audiences, produce and distribute content, and thrive as an organization. We are moving toward a workplace culture where diversity, equity, and inclusion are fully embedded in an environment where we all can show up to innovate, collaborate, and create.

Onward!



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