

LIVING OUR MISSION

THE JOURNEY TO EXCELLENCE



New York Public Radio's Diversity, Equity, Inclusion,
Accessibilities & Belonging FY24 Report

July 1, 2023 – June 30, 2024

NEW YORK
PUBLIC
RADIO



Gothamist

WQXR:|

NJPR



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A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER, LAFONTAINE E. OLIVER

On July 8th, 2024, WNYC celebrated its Centennial anniversary. That’s 100 years since our signal first hit the airwaves, carrying a bold and aspirational mandate: to be “the voice of New York.”

That first broadcast continues to echo as a credo, a challenge, and a resounding call to action. And today we embrace the challenge of reflecting the voices of all who call New York home.

As a public media organization in one of the most diverse cities in the world, our mission is to bring people together across their many differences and to amplify voices often unheard, ensuring that every story is told with candor, compassion, and a shared appreciation of the human spirit. We are dedicated to reflecting the rich diversity of New York City, and we strive to foster inclusivity, equity, accessibility, and a sense of belonging for all communities we serve. This is the work to which our teams are committed—across our talk shows, our music and culture programming, and our community-powered journalism that lifts up the stories behind the headlines.

WNYC’s Centennial comes at a fortuitous moment and also a critical one. We are living through an incredibly divisive time in an already-divided nation, and one in which both the journalism and arts ecosystems are under threat. Across New York Public Radio, we are using this landmark anniversary as a catalyst—reaffirming our commitment to the ever-unfinished ethos laid out in our first broadcast and strengthening our foundations so that we can stand strong for generations to come.

As we step forward into our next chapter, we will deepen our role as a forum where New York itself can speak—in its many accents and textures (where the vibrant tapestry of New York can thrive—engaging in dialogue that celebrates diversity and strengthens our collective narrative). Together, we will serve as a megaphone, lifting up the voices of the city for another century of the New York conversation.

LaFontaine E. Oliver
Chief Executive Officer



A MESSAGE FROM OUR CHIEF DIVERSITY OFFICER, BRENDA WILLIAMS

As we continue to strengthen Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) at New York Public Radio, I am proud to share our latest report on Year Three of our strategic roadmap entitled **Living Our Mission: The Journey to Excellence**.

As a public media organization, we feel acutely the responsibility to reflect the diversity of the vibrant communities we serve throughout New York City. To do that, we have centered DEIAB as an integral part of our organizational mindset, informing our journalism, storytelling, conversation, and music programming. This embrace of DEIAB enriches our storytelling and enables us to more authentically engage with our audiences.

Central to our vision for the future is the recognition that belonging extends beyond mere representation and inclusion. We strive to create an environment where all voices are encouraged, valued, and heard within our organization. Our programming grows stronger and richer as we build a more equitable and inclusive workplace culture that empowers every staff member to thrive, grow, and build meaningful careers.

We've been at the forefront of this transformative work for many years, and we know that every member of our organization has a crucial role to play. We will continue to listen, engage in meaningful dialogue, and implement strategies that promote equity and inclusion. We understand that DEIAB is not a list of tasks but a fundamental principle that guides our identity and operations.

I am honored to partner with our CEO, LaFontaine E. Oliver, to lead this work alongside our dedicated senior leadership team, the DEIAB team, and the many colleagues and partners at NYPR who tirelessly advocate for progress. Together, we can forge a path forward that reflects our community's diversity and richness, ensuring everyone's voices are heard and valued.

Onward,

Brenda Williams

Chief Diversity Officer

DEI REPORT OPENING STATEMENT

Beginning in 2016, New York Public Radio embarked on a journey to embed Diversity, Equity, and Inclusion (DEI) into the organization's DNA to better reflect our communities. Three years ago, as part of that work, we committed to publishing an annual DEI report documenting our ongoing efforts to amplify voices and stories that reflect the city's rich diversity, and to transparently share staffing statistics and updates on actions taken to foster a culture of inclusion and belonging with the public.

"Living Our Mission: The Journey to Excellence" is our third annual report. Some important steps forward this past year include:

- Revitalizing our Employee Resource Groups led by Black, LGBTQ+, Hispanic/Latino, and Women staff.
- Continuing to invest in The Source Project, our effort to track the demographics of guests and interviewees. We use this data to reveal for us where more thoughtful intention to diverse voices could enrich our content.
- Expanding our DEIAB learning and development framework to incorporate cultural competency on neurodiversity, LGBTQIA2+, and other important differences among staff that should be approached as strengths and not obstacles.

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OUR CONTENT

OUR CONTENT

New York Public Radio (NYPR) is deeply committed to providing platforms for a wide range of perspectives in our journalism, podcasting, classical music, and live performances. This commitment to equity is a promise to both our staff and our audience.

The FY24 key highlights of our DEIAB efforts show the breadth of content that lifts the voices of all the communities that make up New York and the country. Historical narratives like *Blindspot: The Plague in the Shadows* told stories of the HIV/AIDS crisis that were left out of the narrative in the 1980s. The WNYC/Gothamist newsroom reports on the experiences of migrants arriving in NYC, their everyday and long-term challenges, and the City's response. Collaborations with community partners like the Suds & Civics project foster civic dialogue and participation on local concerns.

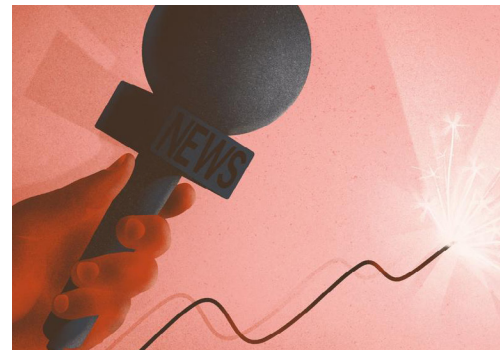
The focus on diversity and inclusion in our programming is supported by extensive internal initiatives, including competency building, BIPOC leadership and mentoring programs; a newsroom staff reflective of our City; and creating spaces for meaningful conversations. NYPR is dedicated to nurturing an inclusive work environment for its staff members, enabling us to engage with our audiences more authentically.

WNYC STUDIOS

HIV and AIDS changed the United States, and it changed the world. *Blindspot: The Plague in the Shadows*, invited listeners to travel back to a pivotal moment in the history of this country, and trace how, decades before Covid-19, a virus tore through some of our most vulnerable communities while the wider world looked away.

Notes From America with Kai Wright tackled the nuances and realities of immigration in America in **“Are We Really Having a Migrant Crisis? Depends on Who You Ask.”** Reporting from El Paso and two of the country's newest immigration hotspots - New York City and Chicago - the show traced the perilous journey migrants take after entry in the United States; coping with being in a new country, finding work and housing, and navigating systems from schools to healthcare. It put the procedures to get proper authorizations under the microscope.

The vast majority of journalists are doing really important work that impacts our communities. In **“For Journalists, “Gaza Is Unprecedented,” and Deadly,”** the *New Yorker Radio Hour* explored the increased threats to journalists all over the world. The old rules that protected reporters are being ignored. In Gaza, 83 journalists were killed in the first 100 days of the war with Israel. Russia has the largest number of detained foreign journalists in the world. Mexico is the most dangerous place outside a war zone to be a reporter.



We learned along with the team at *Radiolab* when they spotted **“Zoozve;”** a tiny moon orbiting Venus on a solar system poster. NASA insisted that Venus didn’t have any moons. So began a mystery that led to a newly discovered kind of object in our solar system, one that is simultaneously a moon, but also not a moon. How predictable is the universe, really? And what does that mean for our place in it?

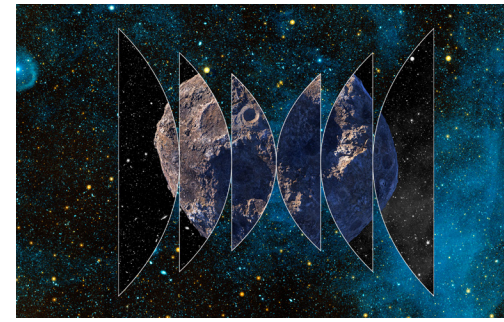
A group of small island nations struggling with storms and rising seas are suing five of the world’s biggest oil companies for a “decades-long campaign of deception” around the danger of fossil fuels. In **“Bringing Climate Change into the Courtroom;”** *On the Media* explored this and several other lawsuits; all part of a rising strategy to bring climate action directly into the courtroom, and to force those most responsible for the climate crisis to pay up, and to pay attention.

WNYC COMMUNITY PARTNERSHIPS DESK

WNYC’s Suds & Civics project brings political dialogue to laundromats across the New York metro area. Throughout this election year, WNYC continues the quest to turn laundromats into hubs of civic dialogue. It’s an effort to get a better understanding of local concerns and to amplify diverse voices and perspectives. All of our listeners are privy to the conversations happening between wash cycles.

WNYC NEWS/GOTHAMIST

In the bustling tapestry of New York City, the WNYC/Gothamist newsroom wove together the stories that shape the vibrant communities of its neighborhoods. Through a lens that celebrates diversity and inclusivity, Gothamist presented the splendor of **South Brooklyn’s residents in a poignant portrait exhibition**, honoring their unique contributions to the City’s cultural mosaic. Our journalists shed light on the plight of tenants facing neglect and exploitation as they navigated the challenges posed by **NYC’s worst landlords**. Amid the city’s housing challenges, a beacon of hope emerged as a new bill advanced a plan to **repurpose 2,000 vacant apartments** to address housing insecurity for at-risk individuals. We documented a historic moment when **Staten Island’s inaugural St. Patrick’s Day parade embraced LGBTQ+ inclusivity**, marking a significant step forward in the city’s march towards equality. Meanwhile, in a humble store in the heart of Sunset Park, the echoes of determination resounded as one of New York’s **finest gamers honed their craft**, embodying the city’s relentless spirit of ambition and perseverance.



Nature's unpredictable force rattled the foundation of Newark row homes, compelling dozens to evacuate in the **aftermath of an earthquake** that reverberated across NYC and New Jersey. WNYC's Race and Justice desk explored how **State Lawmakers Pitch "No Limits" on Shelter Stays for New York Migrants** and how the **Supreme Court affirmative action ruling bars colleges from considering race in admissions decisions**.

NYC Now's first multi-episode investigation — **"Imminent Danger: One Doctor and a Trail of Injured Women"** — traced the career of an OB-GYN whose medical license was revoked by New York State officials in 1991 but who is currently practicing at St. Barnabas Health in the Bronx. The series examined how doctors with track records of medical negligence managed to continue practicing medicine.

As part of the International Women's Media Foundation's (IWMF) Newsroom Safety Across America Tour, WNYC hosted an interactive, in-person workshop for staff and freelance journalists from local and regional news outlets in battleground states and rural areas. Topics included risk assessment and mitigation, personal security, active shooter, protests, and psychosocial/mental health awareness. The IWMF is targeting the needs of journalists and newsroom leaders before, during, and after the elections with a mix of prevention and mitigation measures alongside emergency response and assistance if the newsroom faces threats.

THE JEROME L. GREENE PERFORMANCE SPACE

The Greene Space's Artist in Residence (AIR) program gives the stage to ambitious artists, curators, and collectives eager to connect with live audiences.

Mash-Up Americans, Fall Artist in Residence

Two "hyphenated-American" activists and host of the podcast *Mash UP Americans* explored topics that surround people navigating multiple cultures and discussed what it means to be an American in today's world. Since 2013, Amanda S. Choi and Rebecca Lehrer been navigating these complexities as they cross multiple borders, ask all of the awkward questions, and figure out what it means to live expansive, authentic, impactful lives in the great melting pot that is America.

Kia LaBejia, Winter Artist in Residence

An image maker and storyteller born and raised in New York City's Hell's Kitchen uses her art to explain what it's like to grow up HIV-positive. Her residency celebrated people affected by HIV long after the "crisis" ended; presented in association with *Blindspot: The Plague in the Shadows*, a podcast series from WNYC Studios and History.



Toshi Reagon, Spring Artist in Residence “Now That We Are Here”

Multifaceted musician **Toshi Reagon’s** residency at The Greene Space, **Now That We Are Here**, envisioned a world born from a fusion of music, storytelling, and conversation. It illuminated the parallels between Octavia E. Butler’s dystopian terrain depicted in her *Parable* book series and the challenges we face today.

Other live events included a celebration of the 50th anniversary of hip-hop with **“Ladies Night: Women Who Shaped Hip-Hop in New York City,”** which explored the birth of hip-hop in New York City and the influential female artists who made their mark despite the barriers.

WQXR

Throughout the year, WQXR celebrates the rich diversity within classical music, particularly the artistry of composers and performers of historically underrepresented backgrounds. Some examples include this year’s International Women’s Day, for which we curated our sixth annual 24-hour marathon of music by women composers, and Juneteenth, which we marked with our fifth annual 24-hour music marathon featuring composers and performers of African descent. We also feature specialty programming annually for Black History Month, including Terrance McKnight’s audio documentaries on music in the life of extraordinary figures like Dr. Martin Luther King, Jr., Langston Hughes, Florence Price, Harry Belafonte and others; a daily feature focused on Asian-American and Pacific Islander classical artists for AAPI month; a celebration of composers and performers from the LGBTQ+ community past and present for Pride Month; and an upcoming week of specialty programming around Latin-American Music. While special programming connected with particular days, weeks or months points to specific moments of celebration in the calendar, WQXR’s on-air programming team is constantly engaged in expanding our library and on-air play to support the continued diversification of our daily playlist and lifting up of artistic voices that have been underrepresented throughout classical music’s long and often-exclusionary history.

Artist Propulsion Lab gives space and support to artists to create new work and to share their diverse perspectives and projects with radio, digital, and in-person audiences. Each artist is committed to expanding conventional ideas about Western classical music and making the artform more relevant to a new generation of listeners.

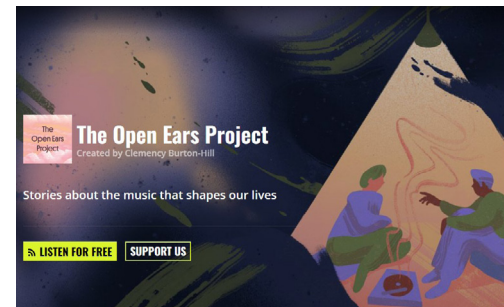


The Open Ears Project returned to WQXR with new episodes that featured personal stories about the classical music that shapes our lives including a love for **Brahms and a musical connection to a family’s native Haiti** or reflections on **how listening to Bach feels a lot like prayer**.

The seventh season of **HELGA**, a podcast hosted by critically acclaimed actress, singer, writer, and composer **Helga Davis**, featured guests sharing stories of struggle and resilience, challenges and victories along their creative journeys, to expand our collective perspective on the human condition.

18TH ANNUAL DR. MARTIN LUTHER KING, JR. DAY CELEBRATION

For 19 years, WNYC, in partnership with The Apollo Theater, commemorates the legacy of the minister, civil rights leader, and activist. Community leaders of every color and creed join us to examine the long arc of King’s life and mission, with conversations touching on voting rights, education, healthcare, economics, politics, and faith. In collaboration with the March on Washington Film Festival, the 2024 program, “**The Inconvenient King,**” delved into the history of the word “woke” in the context of Dr. King’s tireless efforts to raise awareness, inspire action, and bring urgency to addressing injustice and discrimination. More than 130 public media stations aired the **Notes from America with Kai Wright** episode with highlights of the program.



WNYC AND APOLLO THEATER PRESENT

THE INCONVENIENT KING: WAS MLK WOKE?

Sunday, January 14, 2024 | 2 PM

WNYC **APOLLO** **NOTES FROM AMERICA**

@WNYC #TheInconvenientKing @ApolloTheater #ApolloUptownHall @noteswithkai

IN COLLABORATION WITH MARCH ON WASHINGTON FILM FESTIVAL

2

OUR PEOPLE

OUR PEOPLE

STAFF, LEADERSHIP, AND BOARD DEMOGRAPHICS

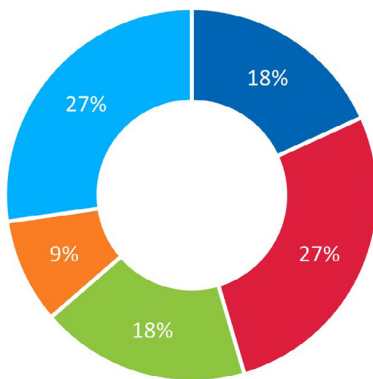
The following demographics give a snapshot of our staff, leadership, and Board diversity and representation for FY2023. We believe these data and metrics help us assess DEI outcomes, identify where we are making progress, and focus our attention on where to continue our efforts to bring about meaningful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

FY2024 Key Highlights

- Overall, our staff race and ethnicity demographics went from 38% to 36% in FY2024.
- There was a slight increase in male representation at the Executive Leadership level, up 7% from FY2023. Overall, Executive Leadership is 73% BIPOC in FY2024, compared to 58% in FY2023.
- Our overall staff retention rate was 95.6% and our BIPOC staff retention was 88.1%.
- The Board of Trustees race and ethnicity remains unchanged at 30% compared to FY2023.
- There was a hiring freeze and no staff promotions during FY2024 making it difficult to compare with FY2023. We continued to offer internships through third-party partnerships with colleges and universities.

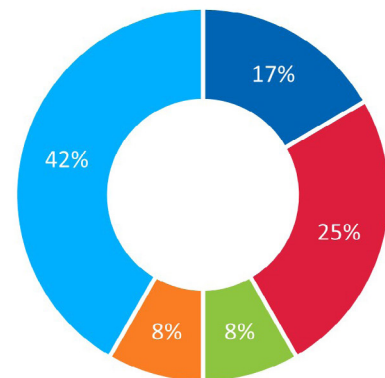
FY2024 AND FY2023 EXECUTIVE TEAM RACE AND ETHNICITY REPRESENTATION

FY24 Executive Leadership Race & Ethnicity Representation



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

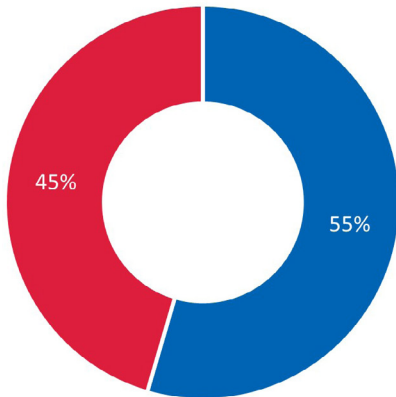
FY23 Executive Leadership Race & Ethnicity Representation



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

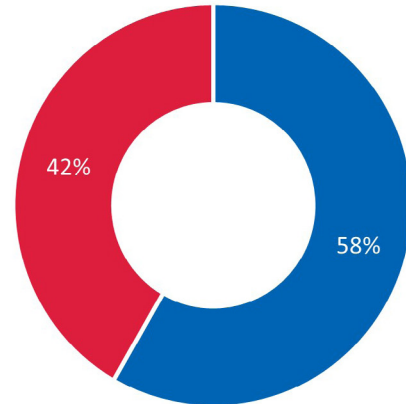
FY2024 AND FY2023 EXECUTIVE TEAM GENDER REPRESENTATION

FY24 Executive Team Gender Representation



■ Female ■ Male

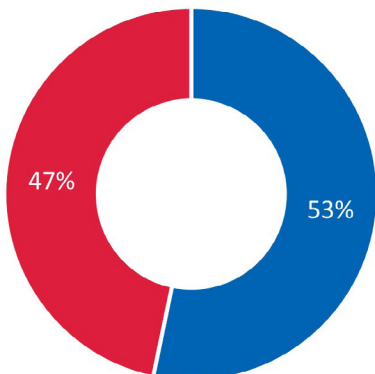
FY23 Executive Team Gender Representation



■ Female ■ Male

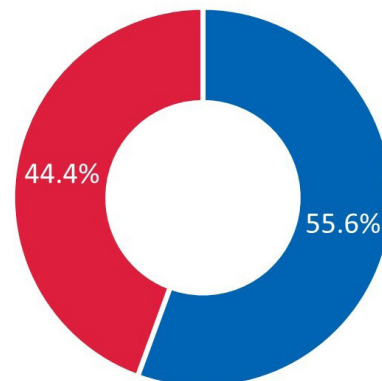
FY2024 AND FY2023 ALL STAFF GENDER REPRESENTATION

FY24 All Staff Gender Representation



■ Female ■ Male

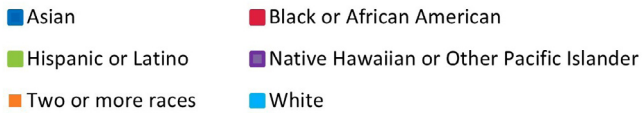
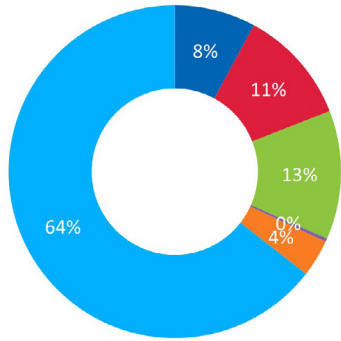
FY23 All Staff Gender Representation



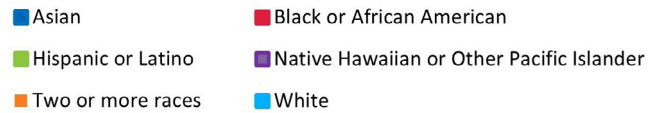
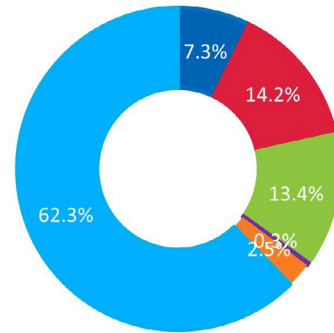
■ Female ■ Male

FY2024 AND FY2023 ALL STAFF RACE AND ETHNICITY REPRESENTATION

FY24 All Staff
Race & Ethnicity Representation

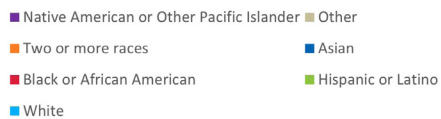
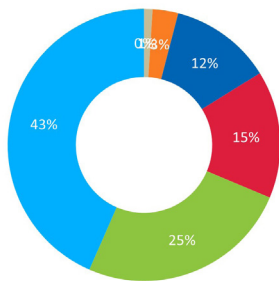


FY23 All Staff
Race & Ethnicity Representation

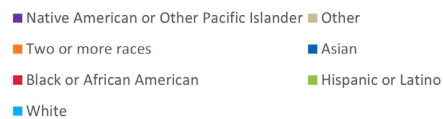
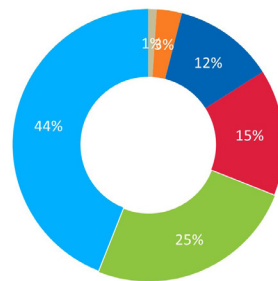


FY2024 AND FY2023 NEW YORK METRO AREA RACE AND ETHNICITY REPRESENTATION

New York Metro Area
Race & Ethnicity Representation 2024

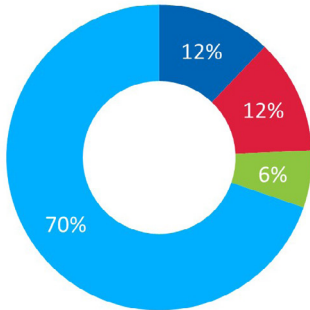


New York Metro Area
Race & Ethnicity Representation 2023

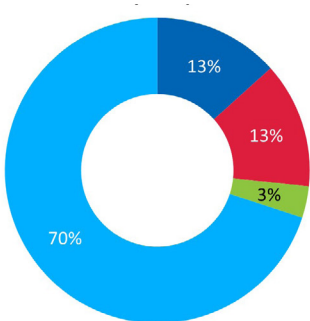


FY2024 AND FY2023 BOARD OF TRUSTEES RACE AND ETHNICITY REPRESENTATION

FY24 Board of Trustees
Race & Ethnicity Representation



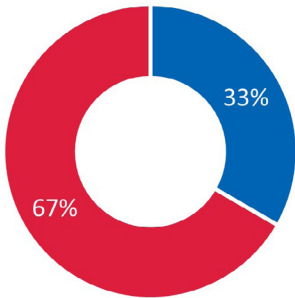
FY23 Board of Trustees
Race & Ethnicity Representation



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

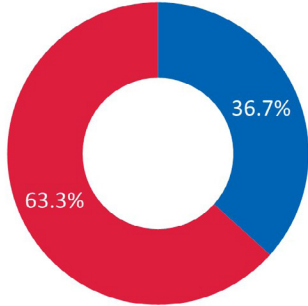
FY2024 AND FY2023 BOARD OF TRUSTEES GENDER REPRESENTATION

FY24 Board of Trustees
Gender Representation



■ Female ■ Male

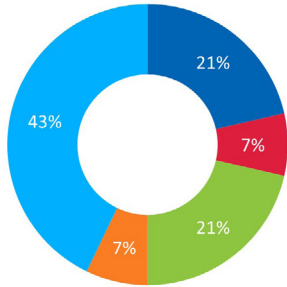
FY23 Board of Trustees
Gender Representation



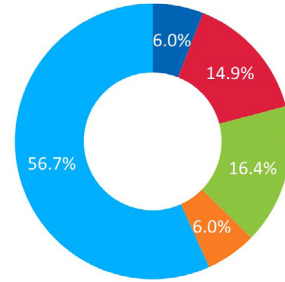
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FY2024 AND FY2023 NEW HIRES GENDER AND RACE AND ETHNICITY REPRESENTATION

FY24 New Hires Race & Ethnicity Representation



FY23 New Hires Race & Ethnicity Representation



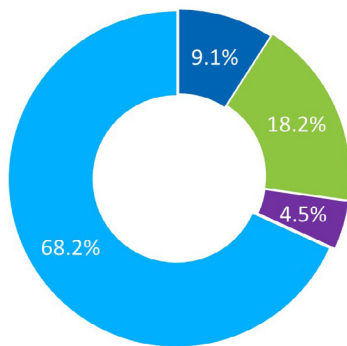
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■ Asian ■ Black/African American ■ Hispanic/Latino ■ Two or more races ■ White

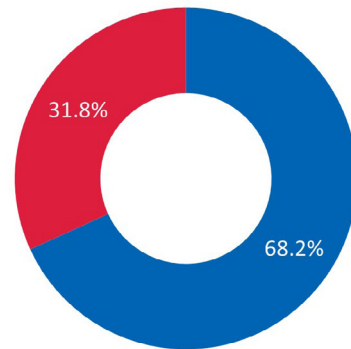
FY2024 AND FY2023 PROMOTIONS GENDER AND RACE AND ETHNICITY REPRESENTATION

The promotion cycle was put on hold for FY24.

FY23 Promotions by Race & Ethnicity



FY23 Promotions by Race & Ethnicity

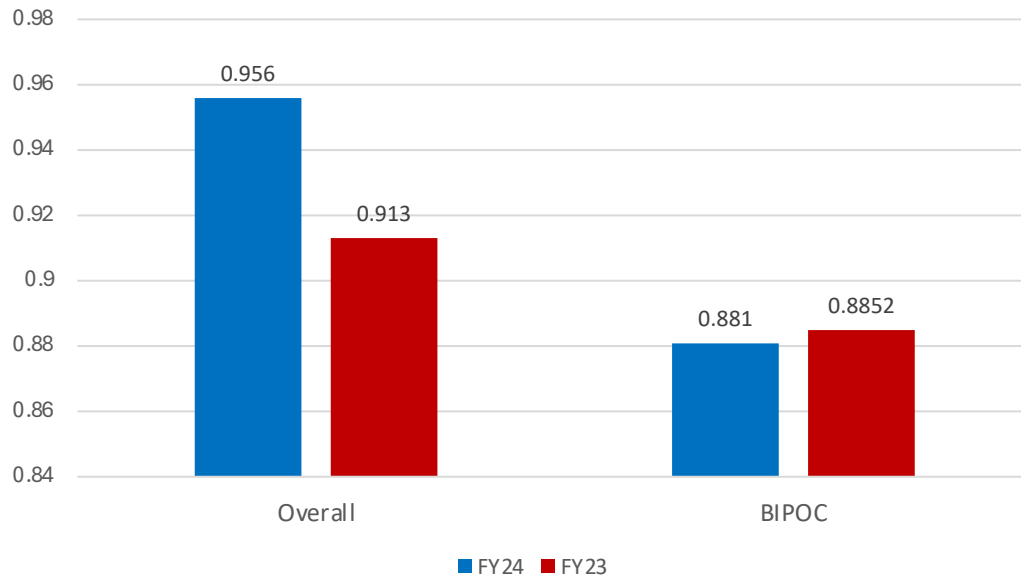


■ Asian ■ Hispanic or Latino ■ Native Hawaiian or Other Pacific Islander ■ White

■ Female ■ Male

FY2024 AND FY2023 OVERALL AND BIPOC STAFF RETENTION RATES

Comparisons of FY24 and F23 Retention Rates



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OUR WORKPLACE

OUR WORKPLACE

THE SOURCE PROJECT

The Source Project measures New York Public Radio's ethnic and gender diversity in our content across platforms with a focus on news sources and on-air guests/contributors. Through the data it provides, we can track our progress to empower NYPR content makers to think more deeply about how our programs can more deeply serve our communities and audiences.

As of March 30, 2024:

1. Across podcasts produced by WNYC Studios, forty percent (40%) of guests were BIPOC. An average fifty percent (50%) were men and forty-two percent (42%) were women with the remainder identifying as non-binary or transgender.
2. Within the WNYC Newsroom, fifty-two percent (52%) of sources identified as BIPOC. Fifty-four percent (54%) use he/him/himself pronouns and forty-four percent (44%) used she/her/herself pronouns.

Competency Building

Our ability to elevate underrepresented voices in our content depends, to a great degree, on diversity within our leaders, managers, and staff as well as their cultural competencies. NYPR continues to build upon its Racial Equity Training framework. We endeavor to facilitate constructive conversations about race, address systemic racism, build cultural competencies, and increase cross-cultural understanding. To maintain an inclusive and welcoming environment enabling everyone to do their best work, all employees were required to attend at least two DEIAB training sessions during the fiscal year to achieve their performance goals. Topics included Cultural Competencies for People Managers; Honoring Authenticity; Myths, Tropes and Stereotypes; LGBTQIA2+ and Neurodiversity. We celebrate reaching our goal of 80% training compliance across the organization.

FY24 CONTENT AWARDS

Education Writers Association

- **WNYC & Gothamist, “An NYC Student’s Yearslong Struggle to Get Proper Instruction for Dyslexia”** Ave Carrillo, Christopher Werth, Stephen Rex Brown, Clayton Guse, Jessica Gould & Gina Vosti
- **WNYC/Gothamist, “An NYC Student’s Yearslong Struggle to Get Proper Instruction for Dyslexia,”** Ave Carrillo, Christopher Werth, Stephen Rex Brown, Clayton Guse, Jessica Gould, Gina Vosti [Podcast]

Mirror Awards

- **On the Media, “The Fog of War Shrouds a Devastating Conflict,”** Brooke Gladstone [Special Topic: Best Story on Media Coverage of the Israeli-Hamas Conflict]

Black Podcasting Awards

- **Every Voice with Terrance McKnight** [Best Music Podcast]
- **Every Voice with Terrance McKnight** [Best Arts Podcast]

New York City Food Policy Center

- **Gothamist,** [2024 Award in Food Reporting]

Edward R. Murrow Awards – National

- **The New Yorker Radio Hour, “Radio Ukraine”** [Feature Reporting]

Edward R. Murrow Regional Awards – Radio and Television Digital News Association

- **NYC NOW, “Imminent Danger: One Doctor and a Trail of Injured Women,”** Karen Shakerdge, Christopher Werth, Ave Carrillo, Jared Paul, Ethan Corey [Best Podcast – Region 11 - Radio - Large Market]

American Bar Association Silver Gavel Awards

- **On the Media/ProPublica, “We Don’t Talk About Leonard,”** [Honorable Mention]

New York Press Club Awards

- **NYC NOW, “Imminent Danger: One Doctor and a Trail of Injured Women,”** Karen Shakerdge & WNYC staff [Podcast – NYC Metro, Scripted]

Webby Awards

- **Radiolab** [Podcast – Science & Education, People’s Voice winner]
- **Every Voice with Terrance McKnight** [Podcast honoree – Diversity, Equity, and Inclusion]

Front Page Awards – The Newswomen’s Club Of New York

- **On the Media, “The Divided Dial,”** Katya Rogers, Katie Thornton, Jennifer Munson [Investigative Reporting]



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