

YOUR PUBLIC'S COMMITMENT TO A DIVERSE, INCLUSIVE AND EQUITABLE WORKPLACE

Your Public is the union of WYPR 88.1 FM and WTMD 89.7 FM. The organization is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment in order to enhance and improve its ability to effectively serve Baltimore and greater Maryland. Our aim is to create a diverse working environment with regard to ethnicity, race, gender identity, nationality, age, language, religious affiliation, sexual orientation, socioeconomic background and physical abilities. Your Public adheres to rigorous non-discrimination policies, ethics policies and actively commits to equal opportunity hiring and affirmative action in our workplace.

Your Public's Diversity Goals

- To recruit and retain a diverse workforce that is representative of our service area.
- To educate our management and staff in best practices to maintain an inclusive, diverse and accepting environment for all persons.
- To integrate the principles of diversity, equity and inclusion into all aspects of our operations.
- To engage authentically with our audience through our programming and other initiatives in a way that reflects an enduring commitment to diversity, equity, inclusion and access.
- To provide equal opportunity in employment.

Your Public's Diversity Practices and Initiatives

- Your Public commits to diversity and equal employment opportunity in every aspect of our personnel policy and practices including: recruitment, selection, treatment, placement, training and advancement of employees.
- Recruitment for employment and internship opportunities at Your Public takes place through an open and fair process.
- Your Public intentionally reaches out to associations and organizations to promote employment opportunities with the goal of attracting a diverse candidate pool.
- Your Public management and staff attend training seminars and workshops in order to maintain a culture of respect and non-discrimination.
- Your Public management regularly reviews practices designed to fulfill the station's commitment to diversity and to meet applicable FCC and EEO guidelines.
- Your Public's Community Advisory Board continues to recruit an active group that reflects the diversity of our community.
- Your Public's Board of Directors continues to recruit board members from diverse backgrounds.

- Staff, management, Board of Directors and our Community Advisory Board annually review and revise the diversity statement and activities at the end of each calendar year.

Activities to Increase Diversity in the Past 2-3 Years

- **Recruitment and Employment:**
 - Cristo Rey Jesuit High School internship (2008-present) – Continued internship program to provide an opportunity for students of diverse backgrounds to acquire broadcasting skills, basic business knowledge as well as real-world experience.
 - Anthony Brandon Fund (2019-present) – A fellowship fund established in 2019 to help recruit diverse journalists, producers and media workers.
 - Report for America (2020-present) – Since 2020, we have partnered with Report for America, the national service program that places emerging journalists into local newsrooms. We were selected again to host a new corps member for 2022-2023. This will be the third RFA reporter to join our award-winning newsroom. Education reporter, Zshekinah Collier, started with WYPR in summer, 2022.
 - Launched effort to interview at least one qualified diversity candidate for each senior leadership position hire. Effort resulted in four diverse candidates selected for senior staff positions from 2019 -2020 including the top executive.
 - Think Public Media (2020-2022) – We participated in an initiative designed to sustain efforts throughout the year aimed at recruiting journalists of color to public media. In 2022 we were a sponsor. The initiative led by NPR and a group of member stations now includes a database of applicants and resumes collected at affinity journalism conferences (NABJ, NAHJ, NAJA, AAJA, SAJA and ONA) and job fairs dating back to 2016.
 - Hired two on-air announcers with diverse backgrounds as fulltime staff members in 2021 and 2022.
 - Since 2021, we have continued to post positions to attract a diverse candidate pool, including college career boards at local HBCUs.
 - In the spring of 2021, Your Public launched an annual self-identification survey process to track diversity statistics of our staff over time. It is updated each year.
 - In the fall of 2021, Your Public launched an annual self-identification survey process to track diversity statistics of our Community Advisory Board and Board of Directors over time. The results of the survey will enhance the depth of the statistics required by CPB as well as reporting on Your Public’s Diversity Statement.
 - We hired an Underwriting Support Coordinator who identifies as African American and female to help present and foster a more robust effort in presentations and support for our clients.
 - One producer and one engineer, who identify as women of color, joined the *Midday* team in 2022.

- **Retention and Professional Development:**
 - 100% of employees participated in CPB’s online harassment prevention training course that was updated in 2021 to include issues of diversity, equity and inclusion. This course was designed to increase an employee’s awareness and knowledge of applicable laws surrounding harassment prevention and the impact these laws have on current job responsibilities. (2018-present)
 - Staff at all levels regularly attend professional development trainings and webinars with Public Media for All, NAB, Greater Public, Current, Poynter Institute and more. (2019-present) As an example, Zshekinah Collier, our Education Reporter, attended a Report for America training workshop in July 2022 on solutions journalism. It was called “Cover Your Community Better with Solutions Reporting,” and was led by Tina Rosenberg, co-founder of the Solutions Journalism Network.
 - Reimagining Racial Equity (2021-present) – Twelve Your Public staff members completed a professional development opportunity, joining Racial Equity, Diversity, and Inclusion (REDI) Strategist Danielle Marshall of Culture Principles and Executive Coach Wendy Moomaw of the Conscious CollaboratorySM, for Reimagining Racial Equity, an eight-week workshop intensive. In this program, participants explore racial equity more deeply: what it is and how it differs from, and is more than, diversity and inclusion.
 - Updated the Your Public Parental & Family Medical Leave Policy to include up to ten weeks of paid leave to care for a child born or placed for adoption. (2021-present)
 - Courageous Conversations Committee (2020-present) – Twice a month the internal DEI committee, Courageous Conversations Committee, meets to discuss DEI efforts and needs across all departments. The committee presents at the monthly all-staff meetings.
 - PMDMC (2022) – Eight Your Public staff members attended the PMDMC conference in July. Some sessions are focused on examining diversity and inclusion in the workplace, especially in public radio.
 - Five Your Public staff members joined the Poynter Digital Transformation Program in 2022. The cohort of NPR member stations discussed best practices to tap into audiences outside of your traditional audiences. This project is on-going in 2023.

- **Programming:**
 - The Murrow Award-winning show, *Midday with Tom Hall* worked aggressively to increase the diversity of its guests by implementing a tracking system report on their story sources, guests and topics. Out of 106 interviews, 46 interviews include conversations or discussions including one or more of the 10 diversity indicators. The gender breakdown of guests was: 54.8% male, 49.8% female and 0.9% non-binary.

- Local program, *Out of the Blocks*, featured a mosaic of stories and voices from diverse Baltimore neighborhoods. The last episode of this National Edward R. Murrow award-winning program aired on August 6, 2021.
- *On the Record* initiated a monthly series, *Pass the Mic*. The show invites community members to choose guests and direct the conversation. This series is a platform for people of color and those who represent communities typically not heard from, to serve as host. (October 2021-present)
- *The Weekly Reader* program made a commitment with the National Book Critics Circle pledging that at least 30% of the books reviewed on the show will be written by people who identify as BIPOC. (2021 – present)
- Hired a prominent African American woman who is a noted storyteller, teacher and actress to host *Wavelength: Baltimore's Public Radio Journey*. This podcast is WYPR's signature program in honor of our 20th anniversary year. The episodes are transcribed for those with hearing impairment. (2022)
- In 2020, launched the Community Advisory Board's (CAB) Community Conversations event series to cast a wider net for their ascertainment process. This resulted in more diverse community voices for possible inclusion in WYPR's local programming and news. (2020-present)
- Produced commentary series offering various perspectives on issues from a diverse set of contributors. (2019-2020)
- Inclusion of Spanish language video content in 2020 voter resources.
- Began airing *Latino USA* in 2020.
- In January 2021, Your Public's Courageous Conversations Committee launched a Pilot Diversity Tracking Tool program. The purpose of this tool is to measure our effectiveness in reflecting diversity in everything we do— from news, talk and public affairs programming to harnessing the organization's purchasing power with vendors and event partners.
- We partnered with the University of Maryland's Center for Community Engagement, Environmental Justice and Health to develop and create *My Block Counts*, an environmental justice podcast sponsored by University of Maryland's center for Community Engagement Environmental Justice and Health. CEEJH focuses on diverse communities to lend voice and awareness to businesses, families and children and the plight to live in cleaner, environmentally conscious communities. (2022)
- *On The Record* tracked source data with the YPR's Pilot Source Tracker
- *Rhythm Lab* hosted by Howard University graduate Tarik Moody began airing in 2022. Tarik is a prominent African American air-host who has led the way in the initiative to include more diverse sounds in public radio and continues to use his platform to create further inclusivity. (2022)
- Moved *6 Degrees of Soul*, hosted by Baltimore musician Brooks Long, to a more prominent position on the weekly, on-air schedule and prioritized promoting this local show that increases diversity in our programming and celebrates diversity within our community. (2022)

- In addition to the range of voices heard during interview segments on *The Daily Dose* in the first half of 2022, Executive Editor, Danyell Irby, produced a limited series: *Conversations with Black Women in Medicine*. The interviews focused on equity in medicine.
- John Lee, Baltimore County Reporter, continued his reporting on the segregated history of some of the landmarks and places in Baltimore County. His piece on The Community College of Baltimore and how the campus reckons with the history of slavery on what is now its Catonsville campus was featured on the radio and on *The Daily Dose*. (2022)
- **Community Engagement:**
 - Continued to offer media sponsorships in support of a diverse group of community businesses and organizations including Baltimore Pride, Girl Scouts' Women Awards, Outward Bound, Hearing & Speech Agency, Asia North Festival, Reginald F. Lewis Museum, Baltimore Hebrew Congregation, Chesapeake Downs Syndrome, Griots' Circle of Maryland, St. Vincent de Paul and many others. (2002-present)
 - Your Public's Development department continues to make it a priority to partner with and support local, BIPOC and woman owned businesses and artists whenever possible for fundraising drives. Specific examples include Thread Coffee Roasters, Landis Expandis Entertainment, Greenmount West Power Press and City Wide Youth Development.
 - Your Public's Development department makes an effort to partner with and give a platform to local nonprofits including MS Walk, Blue Water Baltimore, The Maryland Food Bank, Women's Law Center, The Franciscan Center, World Central Kitchen, BARCs, Helping Up Mission and Student Support Network.
 - In June 2021, hosted a free virtual event presented in partnership with Call to Mind — American Public Media's mental health initiative — as part of the Well Beings Youth Mental Health Project and its Well Beings Tour.
 - Partnered with Wide Angle Youth Media to produce a 2020 Virtual Graduation Ceremony featuring D. Watkins, Erricka Bridgeford and Lady Brion.
 - From 2020 to 2022, Your Public's Chief of Staff joined the Station North Arts District Task Force to help further the station's investment and involvement in our local neighborhoods.
 - Your Public Radio's Board of Directors and Finance Committee added a DEI component to station's restricted investment portfolio in the fall of 2021.
 - WYPR was a presenting (paying) sponsor for the first annual Celebration of Black-Owned Businesses in Baltimore with Hamilton-Lauraville Main Street in October 2021.
 - In March of 2022, WYPR participated in a virtual panel with the Black Public Media Summit, moderated by a WYPR reporter, called *Unsung Heroes: Vaccine Health Champions*. This virtual event created a platform to directly connect with community and non-profit leaders in the greater Baltimore area.

- For six weeks in 2022 John Lee, the Baltimore County Reporter, had an intern who was a Park School senior with dysgraphia and executive functioning issues. Dysgraphia is defined by the Dyslexia-SPELD Foundation as a “person having difficulty converting the sounds of language into written form or knowing which alternate spelling to use for each sound.” He has difficulty with verbal and written communication. He uses assistive technology to help him with writing. The intern performed multiple tasks with and for John. He monitored County Council meetings and took notes, researched issues and worked on a voter’s guide that was made available on our website. His final project was to write a four-minute piece on Baltimore County establishing a police accountability board.
- Members of the *On the Record* team attended the Community Advisory Board’s (CAB) Community Conversations, using the meetings as an opportunity to develop guest and topic ideas. (2022)
- Prioritized included diverse musical talent at all live and in-studio performances. As an example, at our signature event, the First Thursday concert series, 2 out of the 5 headlining performers were women of color, one of whom is also a member of the LGBTQ community. 66% of the 20 bands and DJ’s included in the 2022 concert series were diverse. (2022)
- Provided over 100 free tickets to Your Public events for individuals who otherwise couldn't afford to attend. (2022)

Specific Diversity and Inclusion Initiatives for The Coming Year

- Identify and implement an efficient tool to track, measure and report on our effectiveness at reflecting diversity in our community. The purpose of this tool is to measure diversity in everything we do so that we can better inform our constituents. This tool would track who we use as sources, who we give the mic to and where our money is going. Our goal is to increase transparency as an organization.
- Undertake a professional development effort designed to reach diverse journalists and content creators.
- Create a charter for the Courageous Conversation Committee.
- Launch an effort to provide transcripts for WYPR content to our listeners.
- Relaunch Your Public’s paid internship program with an eye for equity in recruitment efforts.
- Create a toolkit for hiring managers to support DEI efforts during onboarding at the organization.
- Audit photos and videos for inclusivity and add alt tags and closed captioning if needed.
- Determine which inclusion acronym best fits our workplace community moving forward.
- Work with diverse businesses as the marketing department starts building out contacts and marketing connections in the local and global communities.
- Use inclusive images and culturally sensitive promotional materials.

- Develop client-based podcasts that capture diverse subject matter. The underwriting department will employ some of the research that emerged from the Paragon Media Perceptual Study and the Magid Study.
- The *Midday* team plans to track guests and topics for the full year using the 10 specified diversity indicators. Additionally, they intend to continue exploring issues around racial diversity, equity and inclusion and increase our focus on sexual orientation, religion and physical abilities. They will plan to craft a listener/audience survey to gain feedback on programming diversity.
- The WYPR newsroom and reporting partners, The Baltimore Banner, plan to launch a daily news podcast in 2023 that will reflect a cross spectrum of the city with a goal toward raising the voices of the underserved in Baltimore.
- *On The Record* plans to increase the number of “Pass The Mic” episodes in 2023.
- Increase efforts to track member demographics by sending a self-identifying survey to all members that opt- in to email communication.
- Create a system to review and audit development letters for biased language.

As of April 2023, Your Public’s employment statistics for employees are as follows:

Please note that respondents can select more than response for each question so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it’s because the response was zero and no one self-identified as such.

EMPLOYMENT STATISTICS (WYPR and WTMD)					
As of April 2023					
HEADCOUNT (Full + Part Time): 63					
What is your race/ethnicity?			Responses		
White	71.43%	45			
Black or African American	23.81%	15			
Hispanic or Latino	3.17%	2			
Asian	1.59%	1			
Two or More Races	3.17%	2			
To which gender do you primarily identify?			Responses		
Woman	53.97%	34			
Man	41.27%	26			
Non-binary/Third gender	1.59%	1			
Transgender	1.59%	1			
Prefer not to say	1.59%	1			
Prefer to self-describe	1.59%	1			
What is your sexual orientation?			Responses		
Bisexual	6.35%	4			
Heterosexual	79.37%	50			
Queer	7.94%	5			
Gay	1.59%	1			
Lesbian	1.59%	1			
Prefer not to say	6.35%	4			
			What Maryland County do you live in?		
			Responses		
			Harford County	2.86%	1
			Anne Arundel County	11.29%	7
			Howard County	4.84%	3
			Baltimore County	25.81%	16
			Baltimore City	37.10%	23
			Montgomery County	6.45%	4
			Prince George's County	6.45%	4
			Charles County	1.61%	1
			I live outside of Maryland	6.45%	4
			What generation are you part of?		
			Responses		
			Baby Boomer (born 1946 - 1964)	42.86%	27
			Gen X (born 1965 - 1980)	31.75%	20
			Gen Y/Millennial (born 1981 - 1996)	20.63%	13
			Gen Z (born 1997 or later)	4.76%	3

EMPLOYMENT STATISTICS (WYPR)					
As of April 2022					
HEADCOUNT (Full + Part Time): 35					
What is your ethnicity?			Responses		
White	65.71%	23			
Black or African American	25.71%	9			
Asian	2.86%	1			
Prefer to self-describe	5.71%	2			
To which gender do you primarily identify?			Responses		
Woman	57.14%	20			
Man	37.14%	13			
Non-binary/Third gender	2.86%	1			
			What Maryland County do you live in?		
			Responses		
			Harford County	2.86%	1
			Anne Arundel County	8.57%	3
			Howard County	2.86%	1
			Baltimore County	14.29%	5
			Baltimore City	45.71%	16
			Montgomery County	5.71%	2
			Prince George's County	11.43%	4
			I live outside of Maryland	8.57%	3

Transgender	2.86%	1	What generation are you part of?	Responses
Prefer not to say	2.86%	1	Baby Boomer (born 1946 - 1964)	40.00% 14
What is your sexual orientation?			Responses	
Bisexual	8.57%	3	Gen X (born 1965 - 1980)	31.43% 11
Heterosexual	74.29%	26	Gen Y/Millennial (born 1981 - 1996)	20.00% 7
Queer	5.71%	2	Gen Z (born 1997 or later)	5.71% 2
Prefer not to say	11.43%	4	Other or unsure (please specify)	2.86% 1

EMPLOYMENT STATISTICS (WTMD)					
As of April 2022					
HEADCOUNT (Full + Part Time): 24					
What is your ethnicity?		Responses		What Maryland County do you live in?	
White	87.50%	21	Anne Arundel County	8.33%	2
Black or African American	12.50%	3	Baltimore County	45.83%	11
Prefer to self-describe	4.17%	1	Baltimore City	29.17%	7
To which gender do you primarily identify?			Responses		
Woman	33.33%	8	Montgomery County	8.33%	2
Man	62.50%	15	I live outside of Maryland	8.33%	2
Prefer to self-describe	8.33%	2	What generation are you part of?		
What is your sexual orientation?			Responses		
Bisexual	4.17%	1	Baby Boomer (born 1946 - 1964)	33.33%	8
Heterosexual	95.83%	23	Gen X (born 1965 - 1980)	45.83%	11
Prefer to self-describe	4.17%	1	Gen Y/Millennial (born 1981 - 1996)	20.83%	5

EMPLOYMENT STATISTICS (WYPR)					
As of April 2021					
HEADCOUNT (Full + Part Time): 35					
What is your ethnicity?		Responses		What Maryland County do you live in?	
White	71.43%	25	Anne Arundel County	5.71%	2
Black or African American	22.86%	8	Howard County	5.71%	2
Asian	2.86%	1	Baltimore County	17.14%	6
Two or More Races	2.86%	1	Baltimore City	54.29%	19
To which gender do you primarily identify?			Responses		
Woman	54.29%	19	Montgomery County	2.86%	1
Man	42.86%	15	Prince George's County	11.43%	4
Non-binary/Third gender	2.86%	1	I live outside of Maryland	2.86%	1

Transgender	2.86%	1		
What is your sexual orientation?	Responses		What generation are you part of?	Responses
Bisexual	8.57%	3	Baby Boomer (born 1946 - 1964)	40.00% 14
Heterosexual	77.14%	27	Gen X (born 1965 - 1980)	31.43% 11
Queer	5.71%	2	Gen Y/Millennial (born 1981 - 1996)	25.71% 9
Prefer not to say	8.57%	3	Gen Z (born 1997 or later)	2.86% 1
Prefer to self-describe:	2.86%	1		

As of January 2023, our statistics for the Board of Directors are as follows:

Please note that respondents can select more than response for each question below so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.

BOARD OF DIRECTORS STATISTICS				
As of January 2023				
HEADCOUNT: 25				
What is your ethnicity?		Responses	What Maryland County do you live in?	
White	68%	17	Anne Arundel County	12% 3
Black or African American	28%	7	Baltimore City	36% 9
Prefer to self-describe	4%	1	Baltimore County	36% 9
To which gender do you primarily identify?		Responses	Frederick County	4% 1
Woman	44%	11	Harford County	4% 1
Man	56%	14	Montgomery County	4% 1
			Did not answer	4% 1
What is your sexual orientation?		Responses	What generation are you part of?	
Heterosexual	96%	24	The Silent Generation (born 1925 - 1945)	4% 1
Did not answer	1%	1	Baby Boom (born 1946 – 1964)	56% 14
Do you consider yourself a person with a disability?		Responses	Gen X (born 1965 - 1980)	16% 4
Yes	4.17%	1	Gen Y/Millennial (born 1981 - 1996)	24% 6
No	95.83%	24		

BOARD OF DIRECTORS STATISTICS				
As of January 2022				
HEADCOUNT: 24				
What is your ethnicity?		Responses	What Maryland County do you live in?	
White	73.91%	17	Harford County	4.17% 1
Black or African American	26.09%	6	Anne Arundel County	12.50% 3
			Howard County	4.17% 1
To which gender do you primarily identify?		Responses	Baltimore County	41.67% 10
Woman	41.67%	10	Baltimore City	29.17% 7
Man	58.33%	14	Frederick County	4.17% 1
			I live outside of Maryland	4.17% 1

What is your sexual orientation?		Responses	
Heterosexual	95.65%	22	
Prefer to self-describe:	4.35%	1	

Do you consider yourself a person with a disability?		Responses	
No	100.00%	24	

What generation are you part of?		Responses	
Baby Boomer (born 1946 - 1964)	58.33%	14	
Gen X (born 1965 - 1980)	16.67%	4	
Gen Y/Millennial (born 1981 - 1996)	25.00%	6	

BOARD OF DIRECTORS STATISTICS							
FY21							
HEADCOUNT		25					
						TOTALS	
Male	16	64%	Female	9	36%	25	100%
Persons of color	3	19%	Persons of color	1	11%	4	16%
Non-color	13	81%	Non-color	8	89%	21	84%

As of January 2023, our statistics for the Community Advisory Board are as follows:

Please note that respondents can select more than response for each question below so the survey can be as inclusive as possible. Additionally, if a category or identification is not listed below, it's because the response was zero and no one self-identified as such.

COMMUNITY ADVISORY BOARD STATISTICS					
As of January 2023					
HEADCOUNT: 25					
What is your ethnicity?			Do you consider yourself a person with a disability?		
	Responses			Responses	
Hispanic or Latino	4%	1	Yes	16%	4
White	68%	17	No	84%	21
MENA	4%	1			
Black or African American	20%	5			
Asian	8%	2			
Two or More Races	8%	2			
To which gender do you primarily identify?			What Maryland County do you live in?		
	Responses			Responses	
Woman	68%	17	Anne Arundel County	8%	2
Man	32%	8	Baltimore City	56%	14
			Baltimore County	28%	7
			Harford County	4%	1
			Howard County	4%	1
What is your sexual orientation?			What generation are you part of?		
	Responses			Responses	
Gay	8%	2	Baby Boomer (born 1946 - 1964)	36%	9
Lesbian	4%	1	Gen X (born 1965 - 1980)	32%	8
Bisexual	4%	1	Gen Y/Millennial (born 1981 - 1996)	28%	7
Heterosexual	88%	22	Gen Z (born 1997 or later)	4%	1

COMMUNITY ADVISORY BOARD STATISTICS					
As of January 2022					
HEADCOUNT: 23					
What is your ethnicity?			Do you consider yourself a person with a disability?		
	Responses			Responses	
Hispanic or Latino	4.35%	1	Yes	4.35%	1
White	52.17%	12	No	91.30%	21
MENA	8.70%	2	Prefer not to say	4.35%	1
Black or African American	39.13%	9			
Asian	8.70%	2			
Two or More Races	8.70%	2			
To which gender do you primarily identify?			What Maryland County do you live in?		
	Responses			Responses	
			Harford County	4.35%	1
			Anne Arundel County	8.70%	2
			Howard County	4.35%	1

Woman	69.57%	16	Baltimore County	13.04%	3
Man	30.43%	7	Baltimore City	73.91%	17
What is your sexual orientation?			What generation are you part of?		
	Responses			Responses	
Gay	4.35%	1	Baby Boomer (born 1946 - 1964)	13.04%	3
Bisexual	4.35%	1	Gen X (born 1965 - 1980)	30.43%	7
Heterosexual	86.96%	20	Gen Y/Millennial (born 1981 - 1996)	43.48%	10
Queer	4.35%	1	Gen Z (born 1997 or later)	4.35%	1
			Other or unsure (please specify)	13.04%	3

COMMUNITY ADVISORY BOARD STATISTICS							
As of July 2020							
HEADCOUNT							
22 max: 25							
				TOTALS			
				1		2	
Male	6	27%	Female	6	73%	2	100%
Persons of color	4	67%	Persons of color	3	19%	7	32%
				1		1	
Non-color	2	33%	Non-color	3	81%	5	68%

Approved by Your Public's Board of Directors 1/25/2023