

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

Baltimore Public Media is 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. Baltimore Public Media adheres to rigorous non-discrimination policies, ethics policies and actively commits to equal opportunity hiring and affirmative action in our workplace.

Baltimore Public Media'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.

Baltimore Public Media's Diversity Practices and Initiatives

- Baltimore Public Media 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 Baltimore Public Media takes place through an open and fair process.
- Baltimore Public Media intentionally reaches out to associations and organizations to promote employment opportunities with the goal of attracting a diverse candidate pool.
- Baltimore Public Media management and staff attend training seminars and webinars in order to maintain a culture of respect and non-discrimination.
- Baltimore Public Media management regularly reviews practices designed to fulfill the station's commitment to diversity and to meet applicable FCC and EEO guidelines.
- Baltimore Public Media's Community Advisory Board continues to recruit an active group that reflects the diversity of our community.
- Baltimore Public Media'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.
 - 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 have had four RFA reporters join our award-winning newsroom. Most recently, education reporter, Bri Hatch, started with WYPR in the summer of 2023. This effort is partially funded by Report for America and partially funded by the Anthony Brandon Fund. This fund is a fellowship established in 2019 to help recruit diverse journalists, producers and media workers.
 - Launched effort to interview at least one qualified diversity candidate for each staff position hire. Effort resulted in five diverse candidates selected for production, sales and administration staffing positions from 2021-2022.
 - 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 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, Baltimore Public Media 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, Baltimore Public Media 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 Baltimore Public Media's Diversity Statement.
- **Retention and Professional Development:**
 - 100% of employees and board members 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, Danyell Irby, the Executive Director of News, attended a town hall style meeting with Greater Public called Our Hour. It is a space for people who identify as People of the Global Majority, BIPOC, biracial or multiracial. The space strives to be a place where we can be open and honest with one another about our experiences working in a predominantly white institution. This specific town hall was with Carmika Austin, a Senior HR Consultant for Caged Bird HR.
- Reimagining Racial Equity (2021-present) – 18 Baltimore Public Media 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 Baltimore Public Media 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 within the organization. The committee presents at the monthly all-staff meetings. In 2023, we created and approved our charter for internal use.
- PMDMC (2022-2023) – 10 Baltimore Public Media staff members attended the PMDMC conference in July 2023. Some sessions are focused on examining diversity and inclusion in the workplace, especially in public radio.
- Five Baltimore Public Media 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.
- In 2023, we brought in outside speakers to our staff meetings to further educate our staff on diversity and belonging. We invited Celeste Headee to discuss certain topics on-air and how best as journalists we can source and vet our guests. The Maryland School for the Blind also gave a presentation with facilitators- Diane "DC" Colburn and Conchita Hernandez. Diane is the Director of Statewide Outreach Services for the Maryland School for the Blind, and Conchita is a Disability Rights Advocate and Educational Consultant. They discussed activism, disability rights and how we as journalists discuss and interview people with disabilities.

- In 2023, two members of the *On The Record* team earned certificates of completion from “Language Matters: Framing the Story When Covering the Disability Community,” a seminar hosted by The Arc of Monroe, NY.
- Starting in 2024, we are excited to introduce an additional floating holiday to Baltimore Public Media. This extra day off is designed to provide our staff with more flexibility to celebrate significant personal or cultural events. The floating holiday gives the staff freedom to choose when to use it throughout 2024.
- Our new Comp Time policy allows exempt employees who work beyond their regular hours without cash compensation to receive compensatory (comp) time off on a pro-rata basis. This applies to exempt positions working over 40 hours weekly for special projects or during weekends. This is meant to prioritize a more healthy work life balance at Baltimore Public Media.
- Kirsten Scofield, our Senior Director of HR, attended The Maryland Certified Public Manager® Program. It is a nationally accredited leadership development program offered by the Schaefer Center for Public Policy at The University of Baltimore. Maryland’s leaders now have the opportunity to gain the comprehensive, applied management skills needed to meet the complex demands and challenges of the 21st century.
- Staff members were invited to visit the Baltimore American Indian Center throughout November for Native American Heritage Month (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 for 2022. 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.
 - In 2023 *Midday* worked to continue covering diverse topics however, several incidents in the news compelled the program to cover different diversity categories that are specified in the Baltimore Public Media diversity statement. A sampling of these news incidents includes the mass shooting in Baltimore’s Brooklyn homes, the reduction in squeegee workers in downtown intersections, the release of the Catholic Abuse report and the Israel-Hamas war. These incidents brought issues of race, socioeconomic background and religion to the forefront of *Midday* content.
 - 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* continues its feature a monthly series, Pass the Mic. The show invites community members to host the show, choose guests and direct the conversation. This series is a platform for people who represent communities typically not heard from. The PRIDE! Episode (June 14, 2022) won a Regional

Edward R. Murrow award for Excellence in Diversity, Equity and Inclusion.
(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)
- Inclusion of Spanish language video content in 2020 voter resources.
- Began airing weekly program, *Latino USA* in 2020-present.
- In January 2021, Baltimore Public Media'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. This is still a work in progress and something we are hoping to strategically systemize in 2024. Most notably in 2023, *On The Record* collected data on guest diversity (April-June 2023).
- 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)
- *Rhythm Lab* hosted by Howard University graduate Tarik Moody began airing in 2022. Tarik is a prominent African American 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)
- Bri Hatch, our education reporter, worked to tell stories that directly impact our community. They produced a piece about the new ‘mobile welcome center’ bringing language support to Baltimore County families. (2023)
- Scott Maucione, our health reporter, has his work continuously featured in NPR, bringing our local stories more national attention. Notably, he worked on a story about a landmark study that opens a new possible way for Black Americans to trace their ancestry. (2023)
- **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)
 - Baltimore Public Media’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.
 - Baltimore Public Media’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.
 - Our Development department continues to gather demographic data on our new members through a self-identification survey to better understand our member population and their needs.
 - Our Development department continues to partner with small businesses during our fundraising campaigns for trade (on-air time for goods).
 - In June 2021, WYPR 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, Baltimore Public Media’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.

- Baltimore Public Media 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 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.
- 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 Baltimore Public Media events for individuals who otherwise couldn't afford to attend. (2022)
- Our events department continued to donate tickets in 2023. More than 300 New/Next Film Festival tickets to underserved communities in Baltimore. We donated: 40 tickets to underserved communities (women's shelters, treatment centers, senior centers) to the SMT PopGrass Show in Bel Air, 40 tickets to Arts Every Day, Living Classrooms and more for our SMT Street Theater show at the Maryland Center for History & Culture, 40 tickets to our 20th Anniversary Bash to underserved communities in Baltimore through non-profit partners, 75 tickets to "Frozen" at The Clarice to students from underserved families in the College Park area and 25 tickets to a teen mom community in Annapolis for our Jimmie's Chicken Shack show at Maryland Hall.
- WYPR’s New/Next Film Festival featured more than 50% of films led by women and people who identify as non-binary.
- Our Marketing and Strategy department worked with minority business owners and artists to fulfill project needs. Most significantly, hiring Wendel Patrick to compose Baltimore Public Media's sonic branding. We will continue to work with

Wendel in the coming years. The department also works with industry leaders to ensure we are up to date on best practices for DEIB implementation and execution.

- We added preferred pronouns to email signatures for our fundraising emails.

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.
- Launch an effort to provide transcripts for WYPR content to our listeners.
- Relaunch Baltimore Public Media's paid internship program with an eye for equity in recruitment efforts. *On The Record* is committed to adding an internship program to Baltimore Public Media.
- Create a toolkit for hiring managers to support DEIB 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.
- 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.
- In 2024, *Midday* will work to cover more diverse topics relating to disabilities, age, language and ethnicity
- *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.
- Our Marketing and Strategy department will continue our efforts to work with minority-owned businesses and artists to launch and execute Baltimore Public Radio's branding, acquire marketing materials, and develop audience-building strategies.

As of April 2023, Baltimore Public Media’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 | | | |
| | | | 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 |

| | | | | |
|---|--------|----|---|------------------|
| Non-binary/Third gender | 2.86% | 1 | | |
| Transgender | 2.86% | 1 | | |
| Prefer not to say | 2.86% | 1 | | |
| What is your sexual orientation? | | | Responses | |
| Bisexual | 8.57% | 3 | | |
| Heterosexual | 74.29% | 26 | | |
| Queer | 5.71% | 2 | | |
| Prefer not to say | 11.43% | 4 | | |
| | | | What generation are you part of? | Responses |
| | | | Baby Boomer (born 1946 - 1964) | 40.00% 14 |
| | | | Gen X (born 1965 - 1980) | 31.43% 11 |
| | | | Gen Y/Millennial (born 1981 - 1996) | 20.00% 7 |
| | | | Gen Z (born 1997 or later) | 5.71% 2 |
| | | | 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 | | |
| White | 87.50% | 21 | | |
| Black or African American | 12.50% | 3 | | |
| Prefer to self-describe | 4.17% | 1 | | |
| To which gender do you primarily identify? | | Responses | | |
| Woman | 33.33% | 8 | | |
| Man | 62.50% | 15 | | |
| Prefer to self-describe | 8.33% | 2 | | |
| What is your sexual orientation? | | Responses | | |
| Bisexual | 4.17% | 1 | | |
| Heterosexual | 95.83% | 23 | | |
| Prefer to self-describe | 4.17% | 1 | | |
| What Maryland County do you live in? | | Responses | | |
| Anne Arundel County | 8.33% | 2 | | |
| Baltimore County | 45.83% | 11 | | |
| Baltimore City | 29.17% | 7 | | |
| Montgomery County | 8.33% | 2 | | |
| I live outside of Maryland | 8.33% | 2 | | |
| What generation are you part of? | | Responses | | |
| Baby Boomer (born 1946 - 1964) | 33.33% | 8 | | |
| Gen X (born 1965 - 1980) | 45.83% | 11 | | |
| 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 | | |
| White | 71.43% | 25 | | |
| Black or African American | 22.86% | 8 | | |
| Asian | 2.86% | 1 | | |
| Two or More Races | 2.86% | 1 | | |
| To which gender do you primarily identify? | | Responses | | |
| Woman | 54.29% | 19 | | |
| Man | 42.86% | 15 | | |
| What Maryland County do you live in? | | Responses | | |
| Anne Arundel County | 5.71% | 2 | | |
| Howard County | 5.71% | 2 | | |
| Baltimore County | 17.14% | 6 | | |
| Baltimore City | 54.29% | 19 | | |
| Montgomery County | 2.86% | 1 | | |
| Prince George's County | 11.43% | 4 | | |
| I live outside of Maryland | 2.86% | 1 | | |

| | | |
|-------------------------|-------|---|
| Non-binary/Third gender | 2.86% | 1 |
| Transgender | 2.86% | 1 |

| What is your sexual orientation? | Responses | |
|----------------------------------|-----------|----|
| Bisexual | 8.57% | 3 |
| Heterosexual | 77.14% | 27 |
| Queer | 5.71% | 2 |
| Prefer not to say | 8.57% | 3 |
| Prefer to self-describe: | 2.86% | 1 |

| What generation are you part of? | Responses | |
|-------------------------------------|-----------|----|
| Baby Boomer (born 1946 - 1964) | 40.00% | 14 |
| Gen X (born 1965 - 1980) | 31.43% | 11 |
| Gen Y/Millennial (born 1981 - 1996) | 25.71% | 9 |
| Gen Z (born 1997 or later) | 2.86% | 1 |

As of November 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 November 2023 | | | |
| HEADCOUNT: 26 | | | |
| What is your ethnicity? | Responses | | |
| Hispanic or Latino | 3.85% | 1 | |
| White | 73.08% | 19 | |
| Black or African American | 23.08% | 6 | |
| Asian | 3.85% | 1 | |
| To which gender do you primarily identify? | Responses | | |
| Woman | 38.46% | 10 | |
| Man | 61.54% | 16 | |
| What is your sexual orientation? | Responses | | |
| Heterosexual | 100% | 26 | |
| Do you consider yourself a person with a disability? | Responses | | |
| Yes | 7.69% | 2 | |
| No | 92.31% | 24 | |
| What Maryland County do you live in? | Responses | | |
| Anne Arundel County | 7.69% | 2 | |
| Baltimore City | 30.77% | 8 | |
| Baltimore County | 38.46% | 10 | |
| Howard County | 7.69% | 2 | |
| Frederick County | 3.85% | 1 | |
| Prince George's County | 3.85% | 1 | |
| Montgomery County | 3.85% | 1 | |
| Garrett County | 3.85% | 1 | |
| What generation are you part of? | Responses | | |
| The Silent Generation (born 1925 - 1945) | 4% | 1 | |
| Baby Boom (born 1946 – 1964) | 56% | 14 | |
| Gen X (born 1965 - 1980) | 20% | 5 | |
| Gen Y/Millennial (born 1981 - 1996) | 20% | 5 | |

| BOARD OF DIRECTORS STATISTICS | | | |
|---|-----------|----|--|
| As of January 2023 | | | |
| HEADCOUNT: 25 | | | |
| What is your ethnicity? | Responses | | |
| White | 68% | 17 | |
| Black or African American | 28% | 7 | |
| Prefer to self-describe | 4% | 1 | |
| To which gender do you primarily identify? | Responses | | |
| Woman | 44% | 11 | |
| Man | 56% | 14 | |
| What is your sexual orientation? | Responses | | |
| Heterosexual | 96% | 24 | |
| What Maryland County do you live in? | Responses | | |
| Anne Arundel County | 12% | 3 | |
| Baltimore City | 36% | 9 | |
| Baltimore County | 36% | 9 | |
| Frederick County | 4% | 1 | |
| Harford County | 4% | 1 | |
| Montgomery County | 4% | 1 | |
| Did not answer | 4% | 1 | |
| What generation are you part of? | Responses | | |

| | | | | | |
|---|--------|----|--|-----|----|
| Did not answer | 1% | 1 | The Silent Generation (born 1925 - 1945) | 4% | 1 |
| Do you consider yourself a person with a disability? | | | Responses | | |
| Yes | 4.17% | 1 | Baby Boom (born 1946 – 1964) | 56% | 14 |
| No | 95.83% | 24 | Gen X (born 1965 - 1980) | 16% | 4 |
| | | | Gen Y/Millennial (born 1981 - 1996) | 24% | 6 |

BOARD OF DIRECTORS STATISTICS

As of January 2022

HEADCOUNT: 24

| | | | | | | | | | | | |
|---|---------|----|---------------------------|--------|----|---|--------|---|---|--------|----|
| What is your ethnicity? | | | Responses | | | What Maryland County do you live in? | | | Responses | | |
| White | 73.91% | 17 | Black or African American | 26.09% | 6 | Harford County | 4.17% | 1 | Anne Arundel County | 12.50% | 3 |
| To which gender do you primarily identify? | | | Responses | | | Howard County | 4.17% | 1 | Baltimore County | 41.67% | 10 |
| Woman | 41.67% | 10 | Man | 58.33% | 14 | Baltimore City | 29.17% | 7 | Frederick County | 4.17% | 1 |
| What is your sexual orientation? | | | Responses | | | I live outside of Maryland | 4.17% | 1 | What generation are you part of? | | |
| Heterosexual | 95.65% | 22 | Prefer to self-describe: | 4.35% | 1 | Responses | | | Baby Boomer (born 1946 - 1964) | 58.33% | 14 |
| Do you consider yourself a person with a disability? | | | Responses | | | Gen X (born 1965 - 1980) | 16.67% | 4 | Gen Y/Millennial (born 1981 - 1996) | 25.00% | 6 |
| No | 100.00% | 24 | | | | | | | | | |

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 November 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 November 2023

HEADCOUNT: 25

| What is your ethnicity? | | | Do you consider yourself a person with a disability? | | |
|---|-----------|----|---|-----------|----|
| | Responses | | | Responses | |
| Hispanic or Latino | 4% | 1 | Yes | 20% | 5 |
| White | 60% | 15 | No | 76% | 19 |
| MENA | 4% | 1 | Prefer not to say | 4% | 1 |
| Black or African American | 24% | 6 | | | |
| Asian | 8% | 2 | | | |
| Two or More Races | 4% | 1 | | | |
| Woman | 56% | 14 | | | |
| Man | 44% | 11 | | | |
| What is your sexual orientation? | | | What Maryland County do you live in? | | |
| | Responses | | | Responses | |
| Gay | 16% | 4 | Anne Arundel County | 8% | 2 |
| Lesbian | 4% | 1 | Baltimore City | 52% | 13 |
| Bisexual | 4% | 1 | Baltimore County | 28% | 7 |
| Heterosexual | 76% | 19 | Harford County | 4% | 1 |
| | | | Howard County | 4% | 1 |
| | | | Frederick County | 4% | 1 |
| What generation are you part of? | | | What generation are you part of? | | |
| | Responses | | | Responses | |
| | | | Baby Boomer (born 1946 - 1964) | 36% | 9 |
| | | | Gen X (born 1965 - 1980) | 28% | 7 |
| | | | Gen Y/Millennial (born 1981 - 1996) | 30% | 9 |

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 | Baltimore County | 28% | 7 |
| Man | 32% | 8 | Harford County | 4% | 1 |
| | | | Howard County | 4% | 1 |
| | | | Anne Arundel County | 8% | 2 |
| | | | Baltimore City | 56% | 14 |

| What is your sexual orientation? | Responses | | What generation are you part of? | 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? | Responses | | Do you consider yourself a person with a disability? | 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 | What Maryland County do you live in? | Responses | |
| Two or More Races | 8.70% | 2 | Harford County | 4.35% | 1 |
| | | | Anne Arundel County | 8.70% | 2 |
| To which gender do you primarily identify? | Responses | | 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? | Responses | | What generation are you part of? | 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% |
| Persons of color | 4 | 67% | Persons of color | 3 | 19% |
| | | | | 1 | 1 |
| Non-color | 2 | 33% | Non-color | 3 | 81% |
| | | | | 5 | 68% |

This statement was approved by Baltimore Public Media's Board of Directors on January 24, 2024.