

Twin Cities PBS (TPT) is committed to fostering a culturally agile organization to best support our community and staff. We acknowledge and embrace our differences, value them, and integrate them into our work. Additionally, we seek our audience's multiple perspectives, identities and priorities to encourage ongoing transformation and growth.

We define diversity and inclusion very broadly as: "Diversity" refers to the variety of differences and similarities among people, such as gender, race/ethnicity/tribe, age, religion, language, nationality, disability, sexual orientation, work style, work experience, job role and function, thinking style, personality type, socio-economic status, and so forth. "Inclusion" refers to how these differences and similarities are respected and create an equitable, healthy, and high-performing organization or community in which all individuals and their contributions are valued.

This report has three (3) areas of focus:

- Staff Engagement
- Diversity and Inclusion Programming Highlights
- EEO Metrics

STAFF ENGAGEMENT

At the Station

The Diversity Action Team offered 15 staff engagement opportunities, including screenings/discussion sessions around the following TPT content:

- ***Black Brilliance***, which documents and celebrates Minneapolis' African American students' experiences, and was also screened by Generation Next, St. Paul Public Schools Foundation, Achieve Mpls and Minneapolis Mayor Betsy Hodges' Office, and more.
- ***Giving Thanks in Many Voices***, which shares traditions of thanksgiving across Minnesota's multiple immigrant communities. World Refugee Day leaders served as panelists.
- ***Kevin Kling: Lost and Found***, which explores visible and non-visible disabilities. Documentary subject and storyteller Kevin Kling and Mary Lahammer hosted this gathering. This was one of a three-part session on body image.

Additionally, TPT partnered with the Minnesota State Council on Disability on three projects celebrating the 25th anniversary of the Americans with Disabilities Act (ADA), including a broadcast with a live studio audience called ADA: The Next 25 Years. Staff also participated in a Veterans Day Story Share, relating personal insights about the military experience, family, leadership and service.

TPT also collaborated with community leaders and organizations to explore additional diversity engagement experiences for our staff:

- **Science Museum of Minnesota's** Diversity Director Joanne Jones-Rizzi led a round table discussion about the national RACE exhibit.
- **deepSEE Consulting and Minnesota Department of Transportation Commissioner Charlie Zelle** shared their work on increasing intercultural leadership efforts within their large state agency.
- **Minnesota College of Art and Design, University of Minnesota, and Prime Academy** hosted events and student activities that introduced TPT to a diverse talent pipeline.
- **St. Thomas University's Forum on Workplace Inclusion Conference** featured TPT as both an exhibitor and participant, and focused on engaging people, advancing ideas and igniting change around diversity, inclusion and equity.
- **Minnesota Humanities Center's Absent Narratives Workshop** introduced the core strategies, used to engage and amplify marginalized voices.
- **Girl Scouts: Women of Distinction Luncheon** offered an opportunity to support girl-empowering programs and network with other local women leaders.
- **Developing Culturally Competent Leaders Training Sessions** provided strategic diversity training and measurement tools that build individual and organizational cultural competence.
- **BrandLab's Fearless Conversations** gathered industry leaders to discuss race in the marketing and advertising industry.

DIVERSITY AND INCLUSION PROGRAMMING HIGHLIGHTS

TPT's local productions inform and engage Minnesotans around topics ranging from mental health to the untold history of our state's African American communities; from food justice to educational disparities; from climate change to the health issues affecting Native communities. This content is broadcast statewide by TPT and actively shared via online and social media. As our community, state and region change, TPT continues to meet diverse audience needs. Examples include:

- In partnership with Ramsey County Public Health, TPT produced **Food Justice**, a documentary exploring access to healthy food options for our community's at-risk population.
- With the goal of engaging Latina students and families in STEM, TPT began production on six new half-hour episodes of *SciGirls*--entirely in Spanish! A national educational outreach initiative engaging Spanish-speaking youth and families nationwide kicked off in 2016; episodes premiere on PBS in 2017.
- The station's renovated Street Space enabled TPT to engage diverse communities, celebrate local artists, complement other St. Paul activities, contribute to the economic and cultural vitality of Lowertown, and welcome more than 12,000 people into our facility. Street Space programming included a screening and discussion about Jackie Robinson's historic impact on racial equity within American athletics; the 25th Anniversary of the ADA Gala; and Washburn High School's Black Box theatre company's original production, *Untold Stories*.
- TPT's ECHO programming continues to produce broadcast / online content in seven languages; has built a robust statewide network to disseminate educational and public safety information; and works directly in community.

EEO SECTION

191 full time and part time employees (including Call Center)

7	Traditionalists (1924-1945)
66	Baby Boomers (1946-1964)
71	Generation X (1965-1983)
47	Millennials (1984-2005)
89	Male
102	Female
1	American Indian/Alaskan Native
6	Asian
9	Black or African American
5	Hispanic or Latino
2	Two or more races
168	White

TPT BOARD:

13	Male
11	Female
1	Asian
1	Black or African American
1	Hispanic or Latino

[For more information about the work we're doing in our community, please see our 2016 Local Content and Service Report.](#)