

DIVERSITY REPORT 2017

Twin Cities PBS (TPT) is committed to fostering a culturally agile organization to best serve our staff and community. 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:

- FY 17 TPT Diversity and Inclusion Strategic Goals
- Diversity and Inclusion Staff Engagement Programming
- EEO metrics



Setting Intentions: FY 17 Diversity and Inclusion Strategic Goals

FY 17 goals included:

- Increase staff and executive team participation and engagement in diversity initiatives;
- Assess and respond to staff's interest and needs around diversity programming; and
- Raise TPT's EEO metrics through new recruiting systems and build hiring manager awareness around diversity.

Outcomes included:

- Increased average attendance at Diversity and Inclusion events from 29 to 38 participants.
- Offered 31 diversity-themed events and initiatives, up from 15 in 2016. Programming was designed in response to employee feedback.
- Provided professional development opportunities for hiring managers around the research-based benefits of a diverse workforce.
- Updated TPT's online careers platform for a more inclusive, user-friendly and mobile experience; integrated more culturally responsive language into recruitment materials; and provided hiring managers with more training resources on how to best recruit and retain a diverse workforce.

Exploring, Communicating and Connecting: TPT Diversity and Inclusion Staff Engagement Programming

FY 17 goals included:

- TPT partnered with DeepSEE Consulting's Sara Taylor, founder, to develop a series of cultural competencies workshops and assessments for all TPT employees and Board members, resulting in the most in-depth and intentional diversity programming undertaken at TPT to date. TPT remains committed to integrating insight gained from DeepSEE programming into our shared culture and processes, hiring practices, retention efforts and community engagement.
- Additional monthly staff engagement programming addressed and celebrated diverse topics. Staff members also reviewed a new month-long "Fact Walls" about issues ranging from Black history to LGBTQ topics to women's issues.
- TPT participated in diverse recruiting events to broaden our 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.
- TPT's STEM Media and Education team shared gender equitable and culturally responsive science activities at over 50 Twin Cities events, including SciGirls Spanish-first bilingual state educational outreach initiative engaging Spanish-speaking youth and families.
- Two members of TPT's Human Resources team got certified in Intercultural Competency Inventory (IDI) assessments to build intercultural competence at the individual, team, and organizational levels.



By the numbers: EEO Metrics

TPT has 195 full time and part time employees (including the Call Center).

BY GENERATION

5	Traditionalist (1924-1945)
68	Baby Boomer (1946-1964)
84	Gen X (1965-1983)
37	Millennials (1984-1995)
1	Gen Z (1996-present)

BY ETHNICITY

1	American Indian / Alaskan Native
10	Asian
6	Black or African American
5	Hispanic or Latino
2	Two or more races
171	White

BY GENDER

89	Male
106	Female

TPT Board

By Gender

11	Males
13	Females

BY ETHNICITY

1	Asian
1	Black or African American
1	Hispanic or Latino
21	White