

DIVERSITY REPORT 2018

Achieving greater diversity, equity and inclusion is core to our mission to “enrich lives and strengthen our communities through the power of public media.” We are committed to creating an inclusive workplace that promotes and values diversity, equity and inclusion. This report focuses on our internal staff development. To learn about our broader community engagement, please see the “Report to the Community 2018.”

TPT’S DEFINITIONS OF DIVERSITY, EQUITY AND INCLUSION

- “Diversity” refers to the variety of differences and similarities among our staff, such as gender, race/ethnicity/tribe, age, religion, language, nationality, disability, sexual orientation, work style, work experience, job role and function, thinking style and perspective, personality type, socio-economic status, values and so forth.
- “Equity” refers to the access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- “Inclusion” refers to treating our similarities and differences with equal respect and creating a culture where staff can be their authentic self and their contributions are sought and valued.

2018 DIVERSITY, EQUITY AND INCLUSION INTERNAL WORK

Twin Cities PBS offered staff more than 70 hours of the Diversity, Equity, Inclusion and Cultural Competency training in 2018. Programming varied based on staff input, interests and current events or upcoming TPT programming. Some of our initiatives included:

- Shared staff experiences such as “What’s the big FAT deal?” revealing stories around size discrimination, and a panel discussion with “Women in Public Media;”
- Production screenings with producers from *Latina SciGirls*; *On This Spot: Southside Stories* with Daniel Bergin; *Art is...* with PaviElle French and Kate McDonald; *Civil Rights in Minnesota*; *Greater MN* with Kaomi Getz; and more;
- Community guest speakers such as Veteran Jerry Miron and Better Angels Leader, Bill Doherty, on bridging the Red / Blue political divide;
- Webinar opportunities such as *Bold Conversations on LGBTQ Issues*;
- Shared resources and fact walls on Black History and Pride;
- Cultural competency workshops; and,
- Participation in the University of St. Thomas *Forum on Workplace Inclusion Sessions*.

LOOKING AHEAD: GOALS AND INITIATIVES

We believe diversity, equity and inclusion drives innovation through a collection of unique perspectives and experiences.



To achieve this collaborative culture, we must align our policies, practices, and resources so all of our staff has genuine opportunities to work at their best. As a result, we designed a three year diversity, equity and inclusion roadmap with goals that build on each other. By the end of our first year, 2019, we will achieve the following DEI goals:

- Create a task force to review and update HR policies and procedures that may be biased to insure inclusivity, with specific focus on hiring and recruiting practices;
- Increase diverse hires by 10%;
- Assess our current Diversity Action Team and explore Employee Resource Groups (ERGs) as a replacement or supplement;
- Increase diverse representation on our Board of Trustees and Community Advisory Council;
- Establish ongoing organizational cultural competency training, education and communication with additional focus on onboarding and positions that are outward-community facing; and
- Establish increased ownership, commitment and accountability to DEI objectives in TPT’s planning processes and performance management systems.

BY THE NUMBERS: EEO METRICS

TPT STAFF: 201 full time and part time employees (including the Call Center)

BY GENERATION

4	Traditionalist (1924-1945)
65	Baby Boomer (1946-1964)
80	Gen X (1965-1983)
50	Millennials (1984-1995)
2	Gen Z (1996-present)

BY ETHNICITY

1	American Indian / Alaskan Native
12	Asian
6	Black or African American
7	Hispanic or Latino
4	Two or more races
171	White

BY GENDER

82	Male
119	Female

TPT BOARD: 25 MEMBERS

BY ETHNICITY

1	American Indian/Alaska Native
2	Asian
2	Black or African American
1	Latina
19	White

BY GENDER

13	Males
12	Females