



WXXI PUBLIC BROADCASTING COUNCIL DIVERSITY & INCLUSION INITIATIVE

ANNUAL REPORT

SEPTEMBER 2015

As demonstration of WXXI Public Broadcasting Council's commitment to diversity and inclusion with regard to its workforce, management and boards, the following initiatives have been implemented:

- As part of its ongoing Board Development, WXXI's Board of Trustees renewed their commitment to those practices that are designed to fulfill WXXI's commitment to diversity and inclusion, as stated in WXXI's Workplace Diversity Policy. *(Attachment A)*
- Annual Diversity Training for management staff and other appropriate personnel – *"Workplace Diversity 2015", a web-based training course on understanding and appreciating the importance of a diverse workforce in which all individuals are treated with respect and dignity, was completed in June 2015 by all staff members.*
- Ongoing internship program which includes individuals representing diverse groups in internships designed to provide meaningful professional-level experience in order to reflect the diversity of the community and further public broadcasting's commitment to education – *WXXI offers internship opportunities to area college students throughout the year in eight different areas of the organization. We also partner with New York State Broadcaster's Association (NYSBA) to provide 1-3 paid internship opportunities to college students throughout the year. Interns represent a diverse population and there are a number of current staff members who started as WXXI interns.*
- Participation in minority or diversity job fairs – *Staff representatives participated in two job fairs presented by an area college and the National Human Resource Association during this reporting period.*
- Annual Report posted on the WXXI website and made available for public inspection upon request within a reasonable amount of time. *(Attachment B)*



ATTACHMENT A

WORKPLACE DIVERSITY POLICY

WXXI believes that when individual differences, rights, and beliefs are respected and embraced, all people have a voice, and their creativity and originality are encouraged. We maintain that achieving diversity requires an enduring commitment to inclusion that must find full expression in our organization's culture, values, norms and behaviors. Throughout our work, we will support diversity in all of its forms, encompassing but not limited to, age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and veteran status.

BENEFITS OF DIVERSITY

WXXI is committed to promoting an environment in which differences are respected, employees are treated fairly, and individual contributions are valued and rewarded. The perspectives offered by employees, board members, interns, volunteers and community partners from many different backgrounds not only strengthen WXXI and provide greater innovation and creativity, but enable us to thoughtfully respond to the needs of our stakeholders. Therefore, WXXI's diversity initiatives are applicable, but not limited to, our practices and policies on recruitment and selection of staff and board members, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees, board members, interns and volunteers
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity

WXXI staff has a responsibility to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

MANAGEMENT COMMITMENT

All members of management are responsible for understanding WXXI's commitment to a diverse workforce and to actively assuring that the diversity plan is supported and carried out. Annual diversity awareness training will be provided to enhance knowledge to fulfill this responsibility.

QUESTIONS AND COMPLAINTS

Employees who believe they have been subjected to any kind of discrimination that conflicts with WXXI's diversity policy and initiatives, or any other status protected by law, should seek assistance from a supervisor or the Director of Human Resources.



ATTACHMENT B

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Following is data in support of actions taken by WXXI to satisfy the Corporation for Public Broadcasting’s Diversity & Inclusion requirements.

EMPLOYMENT STATISTICS

A. Full-Time Positions Opened & Filled – October 1, 2014-September 30, 2015

Date Opened	Date Filled	Position	Job Group	Total Interviewed	EEO/ Gender	Referral Source
3/16/15	5/18/15	Facilities Manager	B	5	4WM/1BM	W; OW;WE
4/24/15	6/15/15	Radio Operations Assistant	C	6	3WM/1BF/2WF	W; OW
5/5/15	5/18/15	Radio & TOPS Admin Asst	E	3	2WF/1HF	WE; OW
4/13/15	6/23/15	Sr. Broadcast Engineer	C	3	1WF/2WM	WE; OW
3/27/15	8/31/15	Web & Digital Producer/Coordinator	C	5	1HM/4WM	W; OW
5/12/15	8/3/15	Account Executive	D	3	1HF/1WF/1BM	W; OW

Job Group

A – Officer
B – Professional
C – Technical
D – Sales
E – Office/Clerical

EEO/Gender

W – White (not Hispanic)
B – Black
H – Hispanic
O – Oriental, Asian, Pacific Islander
I – American Indian, Alaska Native
U – Unknown

Referral Source

AR – Advertisement Response (Newspaper)
CR – Campus Recruiting
ER – Employee Referral
IP – Internal Posting
FE – Former WXXI Employee
I – Intern
W – WXXI Website
OW – Other Website
EP – External Posting
WE – WXXI Employee

To comply with the FCC’s EEO requirements, WXXI distributes every open position to a variety of community-based organizations, as well as sites that serve veterans, minorities, persons with disabilities and state employment agencies, including Urban League, Ibero-American Action League, Action for a Better Community, veteransoutreach.com and NYSDOL Job Bank. WXXI also takes advantage of job posting sites through the public radio diversity recruitment group, including the Minority Media Telecommunications Council and All Women in Media. In addition, external job-posting services such as Careerbuilder and industry job-posting services such as Current and CPB Jobline are utilized, when appropriate. All WXXI job postings contain the statement: “WXXI is an equal opportunity employer with a commitment to excellence through diversity.”

B. Employment Data

	Male		Male		Female		Female		Totals	
	Non-Minority		Minority		Non-Minority		Minority			
	Count	%	Count	%	Count	%	Count	%	Count	%
Headcount	31	34	4	4	47	51	10	11	92	100%
Management	13	14	3	3	15	16	2	2	33	100%
Non-Management	18	20	1	1	32	35	8	9	59	100%
New Hires	1	11	1	11	5	56	2	22	9	100%
Promotions	1	14	0	0	4	57	2	29	7	100%

Notes:

- Minority includes Black or African American, Asian; Hispanic/Latino(a); Asian; Native American or Pacific Islander; Two or More Races.
- Management includes those positions that supervise others.