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## CY22 GBH Diversity Statement

At GBH, we strive every day to listen, learn, and understand what matters to our employees and the communities we serve. Diversity, equity, inclusion, and accessibility (DEIA) matters and is vital to our work. For more than 60 years, GBH has lived its mission to enrich people's lives through programs and services that educate, inspire, and entertain, fostering citizenship and culture, the joy of learning, and the power of diverse perspectives. In the work we do we are constantly striving to make a positive difference for our employees and for the public we serve. We're committed to leveraging our platforms to help create positive change. We know that a diverse, equitable, and inclusive organization is a more innovative and successful one. DEIA is core to our mission and strategy; we understand that it needs to be part of our DNA, the fundamental and distinctive characteristics or qualities that are part of who we are. It is what matters to the people we serve and should matter to all of us. In this journey we are constantly "widening our lens," putting into focus what has been historically excluded, and examining ways to improve.

Diverse representation in our programming begins with diverse representation in our organization. This ensures that our basic mission of producing and broadcasting programs reflects the global diversity of the audiences we serve.

GBH is an equal opportunity employer and is committed to fostering, supporting, and sustaining a workplace environment that leverages the potential and diversity and the intersectionality of our staff and boards. GBH does not discriminate against individuals in hiring, employment, or promotion on the basis of race, religion, color, sex/gender, gender identity or gender expression, age, marital status, national origin, sexual orientation, citizenship, disability, veteran or military status, political belief, pregnancy, genetic information, or any other characteristic protected by law. We foster programs and services that positively reflect and meet the needs of a diversity-inclusive workplace where everyone has the opportunity to fully participate and is valued for their unique skills, experiences and perspectives. GBH considers this an integral aspect of the mission and functioning of the organization.

Our commitments will:

1. Continue to amplify our diversity, equity, inclusion, and accessibility (DEIA) efforts. In 2021, GBH developed a GBH DEIA Strategy that has a four-phase concurrent process that structurally embeds DEIA into every corner of our organization in connection and support of the GBH Strategic Framework in which DEIA is part of our underlying commitments, goals, and actions.
2. Continue to support, amplify and bolster the DEIA work of our Chief Inclusion & Equity Officer, our Executive Director of Accessibility, and the Office of Inclusion and Equity, as well as the work of fellow public media stations.
3. Seek membership on our governing board, and community advisory and ambassadorial boards that reflect the diversity of the community and audiences that we serve.



4. Recruit, hire, train, and promote persons in all job levels consistent with our stated principals as an equal opportunity employer.
5. Continue our internship program with competitive pay so that we can seek and recruit top talent which will in turn increase the diversity of our interns. We will support them through training and mentoring so that they can become the industry leaders of tomorrow.
6. Base decisions on employment so as to further the principle of equal employment opportunity.
7. Ensure that promotion decisions are in accord with the principles of equal employment opportunity and are based solely on valid requirements for promotional opportunities.
8. Ensure that all other employment actions including compensation, benefits, transfers and layoffs will be administered consistent with our stated principals as an equal opportunity employer.
9. Continue our supplier diversity efforts that will embrace long-term, mutually beneficial relationships with suppliers of diverse backgrounds and perspectives who are committed to equity, service, innovation, and continuous improvement. Our primary goal is to create a supplier diversity program that fosters more inclusive relationships with diverse and historically underrepresented or under-included populations of local and national suppliers to produce both economic and social impact.
10. Seek, support and embrace programming that reflects a diverse audience with inclusive, equitable and accessible content by continuing to evaluate our content based on the following five criteria: 1. Diversity of topic; 2. Diversity of makers; 3. Diversity of voice; 4. Diversity of audience and engagement and 5. Diversity of our staff. Also included is the accessibility of our content.
11. Build internal participation models that give foundational support to employee resource groups.
12. Conduct regular Culture Assessment surveys that collect information anonymously from our employees that examines the work environment and DEIA organizational efforts that pinpoint areas of opportunity.
13. In keeping with these commitments, GBH regularly analyzes all board nominations and employment actions to ensure equal opportunity for all individuals. Management performance on these activities is monitored, as is performance on other goals and objectives.

GBH has steadily increased staff diversity and maintained consistent diversity on its governing board in the past several years. In pursuit of public accountability, our diversity demographic data for 2019, 2020, and 2021 is published and can be found on our website, here:

<https://www.wgbh.org/foundation/gbh-diversity-data?year=2021>.