



## **CY18 WGBH Diversity Statement**

WGBH is an equal opportunity employer and is committed to creating and supporting a workplace environment that leverages the potential and diversity of our staff and boards. The community and audience we serve are diverse, and we wish to foster that diversity in our workplace. Toward that end, WGBH does not discriminate against individuals in hiring, employment or promotion on the basis of race, religion, color, sex/gender, gender identity and gender expression, age, marital status, national origin, sexual orientation, citizenship, handicap or 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 in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives. WGBH's goals are to have a broad representation in all aspects of our staff, to ensure that our basic mission of producing and broadcasting programs is satisfied by balanced programming.

The Foundation considers this policy an integral aspect of the mission and functioning of the organization.

In commitment to this policy and as part of our Diversity Plan, we shall:

- 1) Seek membership on our community advisory and governing boards that reflects the diversity of the community and audiences which we serve.
- 2) Recruit, hire, train and promote persons in all job levels without regard to race, religion, color, sex/gender, gender identity and gender expression, age, marital status, national origin, sexual orientation, citizenship, handicap or disability, veteran or military status, political belief, pregnancy, genetic information or any other characteristic protected by law;
- 3) Base decisions on employment so as to further the principle of equal employment opportunity;
- 4) Ensure that promotion decisions are in accord with the principles of equal employment opportunity and are based solely on valid requirements for promotional opportunities;

- 5) Ensure that all other employment actions including compensation, benefits, transfers and layoffs will be administered without regard to race, religion, color, sex/gender, gender identity and gender expression, age, marital status, national origin, sexual orientation, citizenship, handicap or disability, veteran or military status, political belief, pregnancy, genetic information or any other characteristic protected by law.

In keeping with these commitments, WGBH regularly analyzes all board nominations and employment actions to ensure equal opportunity for all individuals. Management performance on these activities are monitored as is performance on other goals and objectives.

WGBH has steadily increased staff diversity and maintained consistent diversity on its governing board in the past several years. Staff diversity progressed from 13.1% in 2012 to 17% in 2017 and board diversity is at 29% in 2017, an increase from 27% in 2016, 24% in 2014 and 2015 after slight fluctuations to 22% and 19% in 2012 and 2013 respectively.

The Foundation conducts diversity assessments of staff and governing boards annually. Based on these assessments, WGBH established goals to address areas where underutilization may exist.

WGBH aspires to continue to maintain current Board diversity levels in CY18 and has established the following CY18 employment goals for those job groups where apparent underutilization has been identified:

<b>Female by Job Group</b>	<b>CY18 % Goal</b>	<b>CY18 # Goal</b>	<b>CY18 Actual %</b>	<b>Minority by Job Group</b>	<b>CY18 % Goal</b>	<b>CY18 # Goal</b>	<b>CY18 % Actual</b>
Service:	15%	1	TBD	Service:	29%	1	TBD
Technician:	32%	3	TBD	Manager:	12%	7	TBD