

## **Annual Review of Diversity Statement & Goals**

NHPR's Diversity Statement was approved by the Board of Trustees in September 2014. No changes have been made since that time. The Nominating and Governance Committee of the Board of Trustees is reviewing all of NHPR's policies over the course of FY 2016 (July 1, 2015 – June 30, 2016); this policy review includes the Diversity Statement.

In FY 2015 we set two goals: to establish a baseline accounting of Board and Staff composition relative to our diversity goals; and to establish a baseline accounting of opinion leaders, sources and guests appearing on air in NHPR's locally produced programs and news stories. FY 16 goals were to be set following these results. Building on the diversity training conducted by Keith Woods, NPR's Vice President for Diversity in News and Operations, and Luis Clemens, Senior Editor for Diversity, NPR News, NHPR's Board of Trustees, management and editorial staff have developed diversity goals in FY 2016. We plan to engage in continued diversity training sometime in 2016.

### **FY 2016 Diversity Statement**

1. The **annual review** with the station's governing board will take place at the January 20, 2016 Board of Trustees meeting.

a. **Diversity Goals.** NHPR has established five pillars of diversity: regional, generational, ethnic and cultural, socioeconomic and diversity of thought (see #2 d. below for FY 2016 specifics).

b. **Practices.** The Nominating and Governance Committee of the Board monitors the Board's diversity goals as they apply to Board development. Priorities focus on regional, generational and diversity of thought. The Director of People and Culture monitors diversity goals as they apply to station staff with a focus on ethnic/cultural and diversity of thought. The Content Team – News Director, Digital Director and Program Director – monitors diversity goals as they apply to opinion leaders, sources and guests appearing on air.

2. NHPR's Diversity Statement is posted on [nhpr.org](http://nhpr.org).

a. **Elements of Diversity.** NHPR has identified five elements of diversity: regional, cultural and ethnic, generational, socioeconomic and diversity of thought. We consider these elements relative to our governance board, Community Advisory Board, staff (all levels) and our on-air product.

b. **Staff and Governance Reflect Diversity as described in the Diversity Statement.** NHPR has set 3 goals relative to staffing: work to identify a culturally diverse candidate pool for each search; work to hire diverse candidates in an effort to diversify staff; place reporters in communities across the state to support the regional diversity goal and aim for generational diversity and diversity of thought. Board diversity goals focus on diversity of thought, regional diversity and generational diversity. Community Advisory Board goals focus on regional, generational, socio-economic and ethnic/cultural diversity.

c. **Progress made to increase diversity over last 2 to 3 years.** Much has been accomplished since we drafted our Diversity Statement in September 2015. We have: conducted diversity training with Board and staff; met the Community Advisory goal of regional and generational diversity; completed a regional diversity study regarding on-air voices setting a baseline for FY 2016; and added diversity to the staff (1 content position; 2 development positions).

d. **Diversity Plans for FY 2016.** Goals articulated under item 2b. continue into FY 2016. In addition, NHPR's locally produced shows have diversity goals: *Word of Mouth* (cultural and ethnic diversity amongst their guests) and *The Exchange* (regional and ethnic/cultural diversity amongst their guests). The newsroom is focused on regional and cultural/ethnic diversity.

3. Annual Initiative: Because of the demographics of the state, achieving cultural/ethnic diversity is a goal for both the Board of Trustees and the Community Advisory Board. In addition in FY 2016 we have invited Tom Gjelten as a featured *Justice and Journalism* guest to talk about immigration based on the research and interviews that he conducted for his recent book, *A Nation of Nations: A Great American Immigration Story*, within the context of the 2016 NH Primary. *Justice and Journalism* is a live event with a broadcast component and intended to stimulate discussion and debate around the important issues of our time.

4. Recruiting: No executive searches as defined by CPB were conducted in 2015.