



## **New Hampshire Public Radio Statement of Diversity**

*NHPR's mission is to help create a more informed public, one challenged and enriched by a deeper understanding and appreciation of state, national and worldwide events, ideas and culture.*

Our culture is a reflection of the collective attitudes, ideas and aspirations of the people who work at NHPR, serve on the Board of Trustees and Community Advisory Board. Together, we aim to fulfill our mission and provide our community with content that informs and enriches their experience of the world in which we live, a world that has become increasingly diverse, complex and connected.

NHPR updated its Board approved Strategic Plan in 2015. The Plan demonstrates our commitment to:

- Producing exceptional broadcast and digital content that displays the qualities of heart, mind, spirit and craft that define our industry;
- Engaging audiences beyond broadcast – via digital media and in-person events – with the aim of strengthening their commitment to their communities and to one another and to the state as a whole;
- And recognizing the diversity of our state, region and nation in all we do.

NHPR strives to reflect the characteristics and demographics of the state in our reporting, sourcing and recruiting, and in the composition of our Board of Trustees, Community Advisory Board and staff. To this end, NHPR has established six pillars of diversity: regional, cultural and ethnic, generational, socioeconomic, gender and diversity of thought.

Regional Diversity: Despite its small size, New Hampshire is a state composed of diverse and distinct regions. NH Center for Public Policy Studies data demonstrates that “New Hampshire’s residents face different challenges and enjoy different opportunities depending on what part of the state they call home.”

Cultural and Ethnic Diversity: Today only 4.2% of New Hampshire’s population is non-white, making New Hampshire 46<sup>th</sup> in diversity nationwide. While communities of color represent only a small percentage of the population, 60+ languages are spoken in the Manchester public schools, and due in large part to the influx of new Americans – immigrants and refugees – diversity is increasing in cities like Concord and Laconia. NHPR is committed to: covering the full range of issues, challenges and opportunities that cultural and ethnic diversity present; giving voice to all those who call New Hampshire their home; reflecting the full range of cultural experience through our broadcast programming; and broadcasting the international coverage that allows new Americans to remain connected their countries of origin.

Generational Diversity: New Hampshire is the 3<sup>rd</sup> oldest state in the US, and getting older. This demographic trend demands ongoing attention, as does the fact that the number of school-aged children has declined – a full 7% since 2000. It should also be noted that NH residents under the age of 18 are more diverse than the state overall (13% non-white). These demographics impact every aspect of life in New Hampshire – economic growth, housing, education, health care, and so on.

Socioeconomic Diversity: New Hampshire ranks 7<sup>th</sup> in per capita income, but poverty rates are growing more quickly in New Hampshire than in the US as a whole, and particularly quickly for those under 18. Regional, cultural and generational changes are part of the socioeconomic story.

Gender Balance: To ensure that our Board of Trustees, staff at all levels, and voices on our air reflect gender balance.

Diversity of Thought: NHPR's Code of Ethics includes a Statement of Principles that outlines our core journalistic values: respect, fairness, honesty and unbiased and accurate reporting. While we refrain from the discussion of personal politics in the workplace, we seek out Trustees and Members of our Community Advisory who reflect the full range of thought around issues, policies and politics to enrich our thinking and help ensure that we remain aware of multiple perspectives.

Central to NHPR's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. NHPR strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization. To that end, NHPR has set the following diversity goals:

- To recruit and retain a diverse workforce that is representative of our service area.
- To ensure that our governing board reflects the diversity found in the communities we serve.
- To educate our Board of Trustees, management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek candidates for NHPR's Community Advisory Board that represent the geographically and demographically diverse composition of the many communities we serve.
- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for NHPR internship and fellowship opportunities and/or by participating in minority or other diversity job fairs.
- To extend our definition of diversity beyond race and gender to include disability, religious belief, age, culture, region, sexual orientation, education and socioeconomic status.
- NHPR is an equal opportunity employer; we will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, sexual orientation and marital status.

To support our commitment to diversity and to building a strong organizational culture as well as an outstanding public service, NHPR has engaged in the following over the last few years:

General:

- Created the position of Director, People and Culture;

- Conducted diversity training for the Board of Trustees and the entire staff led by NPR's VP for Diversity, Keith Woods and NPR's Diversity Editor, Luis Clemens;

#### Regional:

- To support our regional diversity goal, our Board of Trustees and Community Advisory Board have representatives from all regions of the state.
- Community-based reporting: historically, NHPR's reporters have been based in the Capitol Region; we also have reporters in the Upper Valley, the White Mountains, the Monadnock Region, the Seacoast and the Southern Tier.
- Events take place in regions across the state; in 2017 we staged public events in the Monadnock Region, the Capitol Region, the Lakes Region and on the Seacoast.

#### Cultural and Ethnic:

- Post all job openings on job sites and in newspapers that reach a broad spectrum of potential applicants. We post reporter positions on sites aimed at diverse candidates, such as the National Association of Black Journalists and the National Association of Hispanic Journalists.
- Strengthened outreach by joining the Diversity Workforce Coalition.
- Elevated awareness of NH's small but diverse populations with editorial initiatives focusing communities of color including the immigrant and refugee communities regarding education, health care, employment and culture.

#### Generational:

- Partnered with the Young Professional Organizations across the State.
- Serve on the Board of Directors and Board of Advisors of Stay Work Play, a nonprofit organization dedicated encouraging recent college graduates to stay, work and play in New Hampshire.
- Sponsoring the Rising Stars Awards which honors the accomplishments of young professionals.
- Encouraging under-40 listeners to serve on our Community Advisory Board; at present, 50% of our 42 person CAB is under 40.

#### Socioeconomic:

- Our reporters regularly examine socioeconomic difference, particularly focused on regional differences;
- *The Exchange* dedicates multiple shows each year to the exploration of and issues surrounding socioeconomic difference across the state and region, often relative to national data and trends.

#### Diversity of Thought:

- We are committed to reflecting and engaging New Hampshire's communities in all that we do. We encourage all individuals regardless of their political affiliation, religious beliefs, cultural background, etc. to participate in the life of the station by: serving as sources; serving as experts in stories and on our locally produced programs; calling into *The Exchange*; commenting on NHPR.org; joining our Public Insight Network; serving on our Board of Trustees and Community Advisory Board; attending community-based events; applying for jobs, internships and fellowships; and getting involved as volunteers.

Approved by the NHPR Board of Trustees