

## **Diversity and Inclusion Annual Report**

October 1, 2021-September 30, 2022

WMHT is an equal employment opportunity (EEO) and affirmative action (AA) employer. All employment is based on personal capacities and qualifications without discrimination for race, color, religion, sex, age, national origin, disability, or any other protected characteristic as established by law. The station takes steps to recruit and employ members of ethnic minority groups, women, veterans, and disabled individuals for all job classifications. Copies of periodic reports on the recruitment activities and employment profile of the station are contained in the Public Inspection File.

WMHT adopted a formal diversity policy in 2012, which has been reaffirmed each year since that date, consistent with its long-held goal of achieving diversity in its workforce, management, and Boards. The policy states:

*Diversity in our workforce, management and boards is essential to our ability to serve our communities at the highest level and is an ongoing goal. We take a wide view of diversity, including, but not limited to any status protected by federal, state, or local law, in an attempt to create an environment that welcomes all forms of differences and is supportive of the core values we share.*

During the past year the stations participated in diversity job fairs, held a mandatory staff training titled Diversity in the Workplace, and elected a diverse slate of candidates to its governing and community advisory boards.

We created a multi-platform project *Bridging the Divide*, detailing how the city of Troy was divided by the creation of the Hoosick Street Bridge in the late 1970s. The documentary focuses on a mural project envisioned by local muralist Jade Warrick and asks the question, can a community heal through art?

WMHT also created local content and conversation around the national *Future of Work* project. We partnered with Hudson Valley Community College to host a panel discussion focused on issues of equity and inclusion with jobs, apprenticeships, and educational opportunities.

In the spring, we partnered with Black Public Media to host a discussion with Stanley Nelson around *The Black Panthers*. The evening featured an extended clip of *The Black Panthers* followed by a conversation with Academy Award-nominated filmmaker Stanley Nelson and leaders of the Liberation Movement in the Capital Region of New York.

Throughout the year, WMHT participated in community engagement conversations to help us reflect the diversity of perspective present in our community. For instance, our conversations with Albany's South End Community Collaborative helped us report stories for our weekly state-wide public affairs show New York NOW. Resulting reporting ranged from air quality and its disproportionate impact on diverse communities to coverage of a Capital Region solidarity event after racial motivated killings in Buffalo.

Our commitment to diversity goals is reflected in our strategies, practices and tactics as outlined in our Strategic Plan which was reviewed and approved by the WMHT Board. The relevant portion of the Year 2 goals states that WMHT will:

- **Reflect the diversity of our communities in the composition and development of our staff, Board, and other volunteer leadership.**

- Maintain policies, procedures, and programs consistent with our commitment to diversity. Review progress with Board. Complete report on progress toward this diversity goal and publish on website.

- **Year 2 Goals:**

- *Ensure a diverse group of candidates for election to Board.*
- *Continue diversity training for management and staff.*
- *Maintain and support an internal diversity committee.*
- *Continue to include individuals representing diverse groups in internship programs.*
- *Continue to participate in minority or other diversity job fairs.*
- *Expand recruitment efforts through affiliation with affinity groups: NFCB, Next Generation Radio, and National Multicultural Alliance.*

Employment statistics for the company as of 9/30/22 and an analysis of the composition of our Governing and Community Advisory Boards are included as an attachment to this report.

**WMHT Educational Telecommunications  
Organizational Diversity**

**As of September 30, 2022**

Employment Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
17	89%	2	11%	19	83%	4	17%	36	86%	6	14%

Community Advisory Board Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
7	88%	1	12%	9	56%	7	44%	16	67%	8	33%

Board of Trustees Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
3	43%	4	57%	14	82%	3	18%	17	71%	7	29%