



## Rhode Island PBS Diversity Statement – FY2024

Rhode Island PBS (RIPBS) is committed to fostering an environment where all individuals feel welcomed, respected, and valued for the perspectives and contributions they bring to our community and workplace.

### Our Values

Rhode Island PBS is an equal opportunity employer committed to maintaining a diverse and inclusive workplace. We do not discriminate against individuals at any stage of the employment life-cycle with regard to race, color, religion, gender identity, gender expression, sex, sexual orientation, national origin, age, physical or mental disability, military service, or genetic information.

As an organization, we:

- Acknowledge that our commitment to diversity, equity, inclusion, and belonging (DEIB) requires us to consistently assess our practices and systems, listen to our diverse communities, engage in education and reflection, and weave DEIB into our culture and programming.
- Strive to increase diverse representation in our staff and board so we can more effectively engage our diverse communities.
- Understand the importance of DEIB in maintaining a work environment where all employees have the support they need to succeed and feel welcomed.
- Recognize the ways that DEIB strengthens our mission to build a better and stronger community.
- Acknowledge the value diversity brings in fostering innovation, creativity, agility, and success to Rhode Island PBS as both a business and a trusted community partner.

### Where We've Been:

Over the last 2 – 3 years, we have:

- Developed content that features diverse voices throughout Rhode Island and southeastern Massachusetts, including:
  - *Generation Rising*, a Rhode Island PBS program, features local community organizers, leaders, journalists, and academics in conversations focused on inequalities that people of color, including women, African Americans, Indigenous, Asian, Hispanic, and LGBTQIA+ communities experience.
  - *Art inc.*, a digital and broadcast series, showcases the area's vibrant artistic community, presents in-depth stories on cultural touchpoints, and highlights community members' efforts to affect local change.
  - *Rhode Island PBS Weekly*, a weekly newsmagazine featuring in-depth reporting, has produced over 80 segments since 2020 featuring stories that impact diverse communities across Rhode Island and southeastern Massachusetts.

Community Topic	Number of Segments
Black History	13

Communities of Color	20
Communities of Color / Immigrant and Refugee Stories	6
Communities of Faith	4
Disability Issues	3
Feminist Issues	13
Immigrant / Refugee Stories	3
Indigenous Communities	4
LGBTQIA+ Stories	4
Racism	10
Racism, Immigrant / Refugee Stories	1

- Directed education programming and learning initiatives that engage diverse communities of families and educators, with workshops and materials offered in both English and Spanish.
- Focused our education services in underserved communities and ensured in-person events were accessible and inclusive of varying learning abilities.
- Engaged community members and experts to inform our education services outreach and strategy.
- Secured grant funding to support diverse programming and uplift student and member stories.
- Hosted events that were inclusive of businesses and vendors representing diverse groups, as well as ensured events were wheelchair accessible.
- Supported community members of diverse backgrounds and interests in accessing Public, Education and Government (PEG) Access services.
- Participated in the Furman University’s Public Media Diversity Fellowship program, with Rhode Island PBS’s CEO serving as a program fellow.

**Diversity Statistics:**

- Our Board of Directors is 53% female (9 members) and 47% male (8 members). 12% of our Board are BIPOC (1 member is African American; 1 member is Hispanic).
- Rhode Island PBS’s most recent staff diversity statistics can be found [here](#).

**Where We’re Going:**

For the upcoming year, we strive to grow our DEIB commitments by:

- Ensuring employment actions, including decisions related to hiring, promotions, professional development opportunities, compensation, terminations, and benefits, are in alignment with our responsibility as an equal employment opportunity employer.
- Expanding our recruitment strategy and pipeline to increase engagement with qualified candidates from diverse groups.
- Developing partnerships with community organizations and participating in job fairs (where available) representing diverse groups.
- Maintaining a work environment that is supportive of professional growth for staff of all backgrounds.

- Building and diversifying our paid internship program pipeline, with the goal of providing hands-on learning opportunities to support interns as a new cohort of media professionals.
- Continuing to produce stories that feature our diverse communities.
- Facilitating a supervisory training that includes diversity, equity, and inclusion education for Rhode Island PBS supervisors.
- Continuing senior leadership participation in the Riley Institute at Furman University's Public Media Diversity Fellowship program.
- Conducting outreach about our Public, Education and Government (PEG) Access services in order to ensure wide diversity in our public programming.
- Recruiting diverse members for committee representation.
- Increasing our education services' reach to diverse communities and connecting with new community partners.