



New Hampshire Public Broadcasting

Diversity Report FY 23 Goals FY24

New Hampshire Public Broadcasting (NHPBS) is an equal opportunity employer devoted to supporting an equitable and inclusive environment for our staff and boards. NHPBS does not discriminate in recruitment, selection, promotion, and employment based on race, color, religion, sex, age, national origin, sexual orientation, disability, veteran's status, or marital status.

Diversity, equity, inclusion, and accessibility (DEIA) is core to our mission.

NHPBS fosters a work environment in which everyone is valued and encouraged to participate because of their differences, not despite them. NHPBS makes every reasonable effort to recruit and hire employees who are representative of the population of the State of New Hampshire and surrounding States from which it draws.

NHPBS continually strives to increase the diversity of its boards, staff, interns, and volunteers. As board vacancies occur, the NHPBS Board Nominating Committee seeks interested candidates that represent people from all walks of life from all regions of the Granite State including under-represented groups. When staff vacancies occur, NHPBS promotes these vacancies across multiple channels.

NHPBS's recruitment efforts include national and local publications as well as notification of vacancies to specific organizations representing under-represented groups.

In FY 23, NHPBS's Governing Board consisted of 22 members, 15 men and 7 women. Two of our members are from the BIPOC community.

NHPBS's Community Advisory Board (CAB) currently consists of 16 members, 9 women and 7 men.

In the coming year NHPBS will seek every opportunity to increase the diversity of its Boards and staff. We will:

- Focus recruitment and promotion efforts based on EEO guidelines and our DEIA values
- Seek to fill vacancies on our Boards that reflect the diversity of the community and viewers we serve
- Provide annual diversity training to staff, management, and Community Advisory and Board of Directors. This training will include an understanding of examples of cultural diversity including race, ethnicity, age, nation of origin, gender identity, sexual orientation, or physical ability and why DEIA matters to the health and vitality of NHPBS, our audiences and the community at large.
- Seek to hire interns and work study students representing diverse groups.
- Seek to participate in BIPOC job fairs, when applicable.



As a trusted public media outlet, NHPBS' programming reflects diverse voices. It's important that people see themselves in our programming. This past year we began an initiative to distribute, identify and promote DEI and BIPOC programming across all of our channels. We highlight this programming on our Race in America page www.nhpbs.org/raceinamerica. In addition, all of our local programs seek to include subjects from diverse backgrounds. For example, Our Hometown Nashua featured people speaking Spanish.

Nationally, PBS's latest annual Diversity, Equity and Inclusion report shows the following representation in front of and behind the camera:

Representation in front of and behind the camera

- Across primetime documentary programming in FY 2022, 58% of PBS's content featured BIPOC talent, was produced by BIPOC makers, or explored diversity-related topics.
- 28% of primetime documentary content for PBS national distribution was created by BIPOC makers in executive producer, producer, director or writer roles.
- PBS Digital Studios released 25 series, in which:
 - 68% of PBSDS series covered topics of a diverse nature
 - 73% of PBSDS series featured BIPOC talent
 - 68% of PBSDS series were produced by BIPOC creators

- PBS KIDS refreshed its logo in FY 2022 to make it more inclusive and welcoming. All PBS KIDS series feature characters of diverse backgrounds, abilities, and experiences to ensure every child sees themselves in its content.