



## **New Hampshire Public Broadcasting**

### **Diversity Report FY 22 and Goals for FY 23**

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 (DEI) 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 22, 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 DEI 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 minority 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 produced a documentary on New England's Indigenous History called [Surviving New England's Great Dying](#), and hosted dozens of conversations on racial equity in the Granite State on our new digital series, [The State We're In](#). In the coming year, we will work to produce, curate, and promote programs that provide representation for everyone in the Granite State and report on our progress in next year's report.

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

- 51% of PBS's General Audience, primetime schedule included diverse on-screen talent; was produced, written or directed by diverse makers; and/or explored diversity-related topics.
- Among the 563 primetime documentary programming hours in FY 2021, 56% of content featured BIPOC talent, was produced by BIPOC makers, or explored diversity-related topics.
- 33% of primetime documentary content for PBS national distribution was created by BIPOC makers in executive producer, producer, director or writer roles, nearly double the percentage of the previous year (18%), representing an increase of 79 additional hours.
- PBS Digital Studios released 30 series, in which:
  - 64% of PBSDS series covered topics of a diverse nature
  - 75% of PBSDS series featured BIPOC talent
  - 68% of PBSDS series were produced by BIPOC creators
- 20 out of the 29 PBS KIDS nationally distributed series featured predominately human characters from diverse ethnic or racial backgrounds (the remaining nine series primarily feature non-human characters, such as animals).

To read the report in its entirety, visit: <https://www.pbs.org/about/about-pbs/inclusion/>

To provide NHPBS with feedback on this report, email [ViewerServices@nhpbs.org](mailto:ViewerServices@nhpbs.org) or call: 603-868-1100.

