

WOSU Public Media Diversity - Annual Report – July, 2016

WOSU Public Media knows a diverse workforce, management team, governing body, and advisory board contribute to our knowledge and understanding of Central Ohio's diverse communities, and to our ability to deliver content and services that will help our citizens achieve their full potential. WOSU continues to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success. WOSU is committed to meeting the standards of federal and state law, WOSU's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting Diversity Eligibility Criteria.

The primary broadcast signal area and diversity figures for WOSU and WPBO television's 21 plus counties in central and southern Ohio and portions of West Virginia and Kentucky is outlined on the PBS Station Management Center website:

Population: Approximately 3 million
Percent Minority: 14%
Gender: 51% Female/49% Male (Franklin County, Ohio)

WOSU Public Media Diversity Progress as of June 30, 2016:

Goal	WOSU Staff	Ohio State Board of Trustees	WOSU Friends Advisory Board
Percent Minority:	9%	22%	14%
Percent Female:	49%	33%	50%

Diversity takes many forms beyond the obvious and WOSU additionally reviews a number of other diversity models including: community involvement and service, home locale, age, sexual orientation, board expertise/background and more.

In 2016, all WOSU staff participated in Ohio State workshops called OPEN DOORS. The intent of this program is to create a safer and more welcoming environment which acknowledges that acts of bias occur at our University and which helps individuals and communities heal from, and become more resilient to, acts of discrimination and bias. Leadership staff at WOSU also participated in IMPLICIT BIAS training sessions provided by the OSU Kirwan Institute. WOSU also targets diversity as one of its goals for all student employment including volunteers, paid positions and internships.

- A 2016-17 Foundation grant is funding internships for young adults who are on the Autism spectrum. WOSU is working with the OSU Nisonger Center to coordinate and has hired several students under this project.

WOSU created two Minority Fellowship Student positions in 2016-17 to help develop the future leaders of public media. The first recipients of the Fellowships, which provide a substantial paid experiences within WOSU:

Jessica Shakesprere, a junior at Ohio State, who was born and raised in West Virginia. Her parents are from Sri Lanka and she was accustomed to being the only Asian in grade school and high school classes. She is working as an assistant producer on All Sides with Ann Fisher.

Courtney Gilbert is a senior majoring in film studies and video production. She got hooked as a teenager watching documentaries on WOSU TV. She's quick to name *POV*, *Independent Lens* and *Frontline* as some of her favorites. Courtney is working in WOSU Marketing & Communications.

Guidelines undertaken to satisfy the Diversity Eligibility Policy of the Corporation for Public Broadcasting are outlined in The Ohio State University diversity goals for workforce and management at <http://www.ohr.ohio-state.edu/policy/policy110.pdf>