

## WOSU Public Media Diversity - Annual Report – July, 2018

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 for WOSU television and radio programming is generally replicated by the Columbus Metropolitan Statistical Area (MSA) covering all or portions of ten counties in Central Ohio. With a population exceeding two million, the Columbus MSA has a median age of 35.4 years and a diverse population:

White	77.7 %
Black	14.6 %
Other	7.7%. (Hispanic, Asian)

The Columbus MSA has a female population of approximately 52 percent.

WOSU Public Media Diversity Progress as of June 30, 2018:

	WOSU Staff	Ohio State Board of Trustees	WOSU Friends Advisory Board
Percent Minority:	9%	12%	21%
Percent Female:	49%	23%	64%

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.

All WOSU staff have 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.

WOSU created Fellowship Student positions to help expand the diversity of future leaders of public media. The first recipients of the Fellowships were in 2016 and the Fellowship continues to be a successful model.

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.ohio-state.edu/policy/policy110.pdf>