

**WFYI Public Media
Inclusion, Diversity, and Equity Progress**

Metropolitan Indianapolis Public Media, Inc.	
Public media is for everyone.	
<i>WFYI is committed to representing the rich diversity of our community and amplifying stories that represent the experiences of all.</i>	
<i>scored from 7-10 based on level of completeness</i>	Substantially Complete
<i>scored from 4-6 based on level of progress</i>	In Progress
<i>scored from 1-3 based on progress toward launch</i>	Not Started
Last updated November 2023	PROGRESS TO DATE
ACTION ITEM: Commit to internal diversity, equity and inclusion (DEI) work by including it in the mission, values, goals, budget, and work schedules of the organization.	
WFYI has affirmed and committed to this work in various ways. Ultimately the organization's Mission, Vision, and Values were updated to reflect our IDE commitment and were ratified by the board. We budget both time and money for IDE work on an annual basis. IDE goals are being built into the three year strategic plan. Activities typically take place during the workday.	8 out of 10
ACTION ITEM: Incorporate DEI goals into the annual/quarterly goals of any staff person, who supervises staff or participates in hiring. Make raises and bonuses dependent upon reaching these goals as appropriate.	
IDE imperatives are central to the MVV and five pillars of the organization. To that end, initiatives are vetted against the MVV and the five pillars which include a focus on our IDE work. Three-year operational goals are being established that specify IDE with regard to the entire organization and supervisors/management activities. Executive Leadership Team compensation includes a performance component, based on goals which are reviewed by the Board.	6 out of 10
We have conducted an assessment of staff and board which included composition with regard to self-identified diversity categories. We utilize a diversity tracker in our content generation. We are modifying hiring practices with an emphasis on more diverse committees, advertising locations, pools of finalists, and ultimately hires. A critical step is the work we are doing with an outside partner, which is helping us identify traits and build a more inclusive work environment. We are committed to a staff and programming that reflect the communities we serve in Central Indiana.	6 out of 10
We have eliminated gendered language in hiring and exit interview sentiments. We will continuously monitor.	9 out of 10
ACTION ITEM: Affirm that in a country that has been rapidly diversifying, where people of color will be the majority in a couple decades, it is imperative to the survival of the organization and the success of its service to rapidly diversify our programming, audiences, donors, staff and leadership.	
We have publicly stated our commitment to our IDE efforts and the board and management agrees and endorses the fact that we must diversify our programming, audiences, donors, staff and leadership in order to be successful and sustainable. Those priorities are clearly stated in the revised MVV and the five pillars of the organization. While we have done this, we need to continually remind ourselves and our partners of our commitments and the necessity.	8 out of 10
We are building a three-year strategic plan for 2024-2026. The plan includes specific goals for diversifying staff composition and programming. It also includes commitments to inclusion and equity. We must continue to emphasize diversity in all areas until it is a permanent part of our culture.	6 out of 10
ACTION ITEM: Recognize that people of color staff and leaders have disproportionately been doing unpaid DEI work, while dealing with discrimination, microaggressions, implicit and explicit bias. Apologize. Create space for people of color staff to heal, re-energize, and be empowered.	

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WFYI recognizes this fact and considers this in planning our IDE efforts (not leaning on people of color to “help us understand.”) Employee resource groups (ERGs) are being created for different interests within WFYI. These are self-guided, but WFYI allows time during the workday and encourages participation. An IDE group, a BIPOC group, and an LGBTQ+ group have already been established. Management attends as invited.	8 out of 10
ACTION ITEM: Conduct an anonymous cultural assessment survey of all staff about diversity, equity and inclusion at your organization. Bring people of color staff and white staff together in mediated safe spaces to facilitate brave, constructive, respectful conversations about race and the survey results. Ensure that there is an empowering balance of people of color talking and white staff listening. In larger organizations, considering segmenting these based on the hierarchy of the organization, so that staff are not influenced by their managers. Make it clear that retaliation will not be tolerated.	
An anonymous cultural assessment survey has been conducted and results have been shared with staff and Board(s). An abbreviated version is shared via our website for audiences and potential employees to review. Our goals include repeating the survey at regular intervals to develop trend information.	8 out of 10
We are exploring ways to have mediated conversations that will allow for thoughtful dialogue on challenging issues.	5 out of 10
ACTION ITEM: Recognize that white staff and leaders have not been doing enough DEI work, while implicitly and/or explicitly enacting racial bias against people of color coworkers. Apologize. Create space for white staff to take ownership of these issues, do work to dismantle racial bias, and learn to listen to and empower people of color coworkers.	
We have acknowledged that leadership has must own this work and we dedicate time at all significant gatherings to address our IDE work and progress. Management and Executive Leadership have participated in several training exercises to learn, develop, and better understand issues surrounding racial bias. This training informs the strategic planning process and the goals. This work will require continued diligence and prioritization.	6 out of 10
ACTION ITEM: Create systems that hold staff accountable without jeopardizing the well-being and reputation of the person experiencing the racial bias. These systems should use education and conversation as a first resort and should also let the staff person go as a last resort.	
WFYI is creating and endorsing a “call-in” rather than “call-out” process for helping correct for racial biasing incidents. We are providing multiple spaces and methods for people to learn and an environment where people are safe to make and admit mistakes, learn from them, and develop as employees and people. Success or failure is to some extent dependent on the people in the room and the amount of training or awareness each has. We continue to seek opportunities to provide meaningful training for managers in this area.	5 out of 10
ACTION ITEM: Recognize that unpaid internships are not equally accessible to all, because many cannot afford to work for free. Commit to paying all interns within 1 year.	
WFYI implemented a fully paid internship program in 2021 with all interns now receiving at least \$15/hour. We continue to monitor economic conditions and the impact on pay.	9 out of 10
ACTION ITEM: Work with an outside organization to do a comprehensive pay equity review of all staff , and take action to ensure that everyone is compensated fairly without racial and gender bias. Include an analysis of temporary workers, and temp working policies.	
In fall of 2023, we began reviewing proposals from an organization to review compensation and salary bands in phases.	5 out of 10
We have conducted internal work on pay equity and have addressed any issues. We are budgeting each year for market pay adjustments. We have contract or freelance providers to part-time personnel as appropriate.	8 out of 10

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<p>ACTION ITEM: Use census data to determine the racial makeup of the communities the organization operates in and to set diversity goals based on equitable representation. Commit to having staff, leadership, and programming that accurately reflects those demographics in 3 years. Commit to having an audience that accurately reflects those demographics in 5 years. Commit to having a donor base that accurately reflects those demographics in 10 years.</p>	
<p>This is a long-term comprehensive commitment and will require cross-disciplinary activity that is being developed as part of the Inclusivity plan. There is now a specified goal for content diversity in our three-year plan. Goals are being developed for staff and board composition to mirror the communities we serve.</p>	4 out of 10
<p>ACTION ITEM: Dedicate time and resources for an independent review of your organization's DEI efforts, and commit to any improvements recommended in such reviews. Make the findings of the independent review easily accessible and publicly available.</p>	
<p>We engaged with a firm who has completed a comprehensive climate study, conducted listening sessions and provided training recommendations. We have committed our plans to the station website and have made materials about the organization's progress and culture more readily available. We intend to revisit the climate study in 2024 and update our Public Media for All progress on a more regular basis going forward.</p>	7 out of 10