

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

<b>Metropolitan Indianapolis Public Media, Inc.</b>	
<b>Public media is for everyone.</b>	
<i>WFYI is committed to representing the rich diversity of our community and amplifying stories that represent the experiences of all.</i>	
Color Code Key	In Progress
	Substantially Complete
	Not Started
	<b>PROGRESS TO DATE</b>
	13-Feb-23
ACTION ITEM: Commit to internal diversity, equity and inclusion (DEI) work by including it in the <b>mission, values, goals, budget, and work schedules</b> 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 have begun to budget both time and money for IDE work on an annual basis.	
ACTION ITEM: Incorporate DEI goals into the <b>annual/quarterly goals</b> of any staff person, who supervises staff or participates in hiring. Make <b>raises and bonuses</b> 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. As we build our operational steps toward organizational success, we anticipate specifying IDE goals into supervisor annual/quarterly goals. Executive Leadership Team compensation includes a performance component which is reviewed by the Board.	
We are modifying hiring practices and committees with an emphasis on more diverse advertising locations, pools of finalists, and ultimately hires. A critical step is the work we are doing with Inclusivity which is helping us identify traits and build a more inclusive work environment.	
Eliminating gendered language in hiring and exit interview sentiments.	
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 <b>imperative to the survival of the organization and the success of its service to rapidly diversify</b> 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. Those priorities are clearly stated in the revised MVV and the five pillars of the organization.	
We do not have specific measured success in this area, outside of staff diversity. We must continue to emphasize diversity in all areas until it is a permanent part of our culture.	
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. <b>Create space for people of color staff to heal, re-energize, and be empowered.</b>	
WFYI recognizes this fact and considers this in planning our IDE efforts (not leaning on people of color to "help us understand.") We have begun creating employee resource groups for different interests within WFYI. These are self-guided, but WFYI allows time during the workday and encourages participation. A BIPOC group has already been established and others are under consideration. These areas are also specific topics of discussion in our facilitated all-staff trainings in February 2023.	
ACTION ITEM: Conduct an <b>anonymous cultural assessment survey</b> of all staff about diversity, equity and inclusion at your organization. Bring people of color staff and white staff together in <b>mediated safe spaces to facilitate brave, constructive, respectful conversations</b> 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. <b>Make it clear that retaliation will not be tolerated.</b>	

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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.	
Mediated conversations are beginning under professional facilitation of Inclusivity.	
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. <b>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.</b>	
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. Continuation of this work will require facilitation and planning that is part of the Inclusivity work scope.	
ACTION ITEM: Create <b>systems that hold staff accountable</b> 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.	
ACTION ITEM: Recognize that unpaid internships are not equally accessible to all, because many cannot afford to work for free. <b>Commit to paying all interns within 1 year.</b>	
WFYI implemented a fully paid internship program in 2021 with all interns now receiving at least \$15/hour.	
ACTION ITEM: Work with an outside organization to do <b>a comprehensive pay equity review of all staff</b> , 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.	
An outside organization to begin the process of reviewing compensation in phases.	
We have been doing internal work on pay equity and have already addressed some issues. We are budgeting for more equity and market pay adjustments in FY2023.	
ACTION ITEM: Use <b>census data</b> to determine the racial makeup of the communities the organization operates in and to <b>set diversity goals based on equitable representation</b> . 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.	
This is a long-term comprehensive commitment and will require cross-disciplinary activity that is being developed as part of the Inclusivity plan. While portions of plans and building blocks have been put in place, the work remains largely undone.	
ACTION ITEM: Dedicate time and resources for an <b>independent review of your organization’s DEI efforts</b> , and commit to any improvements recommended in such reviews. Make the findings of the independent review easily accessible and <b>publicly available</b> .	
We contracted with Inclusivity for a three-year engagement. They have completed a comprehensive climate study and are continuing their work with listening sessions to be followed by training recommendations and a comprehensive plan for becoming a more inclusive, diverse and equitable organization. We have already committed our plans to the station website and have plans to make materials about the organization’s culture more readily available as well.	