PARTNERSHIP TO SUPPORT IDE COMMITMENT

To further its strategic efforts toward equity, diversity, and belonging, WFYI formed a **three-year partnership** with Inclusity, an inclusion, diversity, and equity (IDE) training and consulting organization. The objectives were to conduct a culture assessment, identify gaps and determine how to address them, help advance Public Media for All commitments, establish metrics, and serve as a resource to board and staff as they develop and implement a full DEI strategy.

CULTURE ASSESSMENT PROCESS

This spring, Inclusity conducted a culture assessment through a **climate survey, 1:1 interviews, and focus groups**. Together, these sources of quantitative and qualitative data provided a thorough understanding of WFYI's current culture: its strengths as well as its opportunities. This document provides a high-level summary of the findings; Inclusity shared the full report with all WFYI staff and board members.

SURVEY DEMOGRAPHICS

The data reflect the anonymous, voluntary responses, which included 71 employees and 22 board members.

82% White	56% Women
11% Black	37% Men
7% Other people of color	7% didn't identify with a binary gender option
23% LGBTQ+	

25% of staff identify as having a disability
(including mental health)

6% identify as Religious Minorities
(Jewish, Muslim or Hindu; across the staff and board)

FOCUS GROUPS & INTERVIEWS

Approximately 28 individuals participated in focus groups or 1:1 interviews. These included leadership, DEI committee members, board members, previous employees, and randomly selected employees.

KEY CONCLUSIONS

- WFYI's existing climate has numerous strengths, such as a strong norm of inclusive attitudes, which can be leveraged to address some of the organization's IDE challenges.

- Forthcoming IDE efforts should focus on LGBTQ+ employees, employees with disabilities, and Black individuals in particular.

- A key to improving climate is increasing inclusive behaviors to reflect the very high level of inclusive attitudes in the organization.

- Rebuilding the organizational culture around shared mission and interpersonal interactions rather than (perceived) shared beliefs will be vital to this work.

RECOMMENDED FOCUS AREAS

The full report shared with staff and board includes specific action steps to take in the short- and long-term. The following outlines the areas in which actions are recommended.

- **Develop IDE Strategy** and implement long-term plan

- **Build Culture** through intentional inclusion of under-represented people groups and building social bonds

- **Train Internal Champions** to equip them with skills for IDE organizational and society readiness so they can internally lead culture building

- **Build Awareness and Skills** through workshops that grow their confidence managing everyday situations related to IDE as well as understanding how to fit into and actively participate in IDE efforts

- **Review Policy**, practices, and procedures to further align written policy and workplace climate

- **Continue to Report Progress** in pursuit of Public Media for All goals and identified IDE metrics

IN-PROGRESS ACTIONS

- Regular progress reports about IDE and Public Media for All goals

- Facilitated Listening Sessions
  - Are a way to help shift the culture from one of heightened sensitivity to one of shared interaction and mission
  - Allow safe spaces for and build comfort with candid IDE discussions

- Facilitated Ethics Discussions about guidelines and policy related to public expression

- Prioritizing other recommendations

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