

New Hampshire Public Broadcasting

Diversity Report - 2018

New Hampshire Public Broadcasting (NHPBS) is an equal opportunity employer devoted to supporting an environment where it leverages the differences of our staff and boards. NHPBS does not discriminate in recruitment, selection, promotion and employment on the basis of race, color, religion, sex, age, national origin, sexual orientation, disability, veteran's status, or marital status. NHPBS is committed to basing all employment decisions solely on merit, qualifications and abilities. NHPBS fosters a work environment in which everyone is valued and encouraged to participate because of their differences, not in spite of them. NHPBS makes every reasonable effort to recruit and hire employees that are representative of the population of the State of New Hampshire and surrounding States from which it draws.

NHPBS continually strives to increase the diversity on its boards and among its staff. As board vacancies occur NHPBS seeks interested candidates that represent under-represented groups by way of recommendation by other board members. When staff vacancies occur NHPBS sends job notices to organizations representing diverse groups. Among those organizations are Cultural Connections, Outreach for Black Unity, Office of Multicultural Student Affairs at the University of New Hampshire, Career Center at Simons College, NAACP, and Vision Hispana NH, to name a few.

NHPBS's Board of Directors and Senior Management view this policy as the guiding principles of our organizational goals and mission.

NHPBS is fully committed to its diversity policy and thereby will:

- Focus its recruitment and promotion efforts based on its EEO guidelines.
- Seek to fulfill vacancies on its Boards that reflect the diversity of the community and viewers in which it serves.
- Provide diversity training to its staff, management, and Board of Directors annually.
- In March 2018 NHPBS extended diversity training to the members of the Community Advisory Board in an effort to raise awareness for recruiting and filling positions that foster a more diverse Board.
- Seek to hire qualified interns and work study students representing diverse groups.
- Seek to participate in minority job fairs, when applicable.

NHPBS's recruitment efforts include national and local publications as well as notification of vacancies to specific organizations representing under-represented groups. In the past year NHPBS has hired two full time employees, eleven interns and one work study student. The pool of applicants from which we drew was reflective of the State of New Hampshire's limited diverse minority population of 7%, substantially below the national average minority population. Of the thirteen employees and interns hired, 65% were women.

In January 2018 our HR Partner from ADP Totalsource attended our all staff meeting in which she conducted diversity training for staff. She also incorporated harassment training in with the diversity training.

NHPBS's Governing Board consists of 22 members. Of the twenty-two (22) members of our Board we've remained consistent over the past several years with 10% board minority diversity and one-third women. At its April 2018 Board of Directors meeting NHPBS Directors participated in an annual diversity training session.

NHPBS's Community Advisory Board (CAB) currently consists of 13 members. 71% of those members are women. NHPBS is currently recruiting to fill CAB vacancies in the areas of education, communications and community outreach.

NHPBS participated in one job and one internship fair for undergraduate students hosted by the University of New Hampshire. The University of New Hampshire's ethnic diversity of undergraduate students is 9%. Although it was not a job fair for minorities the fair was well attended by the University's diverse student population.

In the coming year NHPBS will seek every opportunity to increase the diversity on its Boards and among staff.