

## Annual Diversity Report 2019

KQED's efforts to achieve its goal of increased diversity and inclusion in its workforce is guided by its Diversity Vision.

### Diversity Vision

KQED knows that a diverse workforce and management team contribute greatly to our knowledge and understanding of the Bay Area's diverse communities, and to our ability to deliver content and services that will help us attract, grow and engage audiences and help them to achieve their full potential. We endeavor to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by KQED.

KQED continues to explore all opportunities for achieving and promoting diversity, inclusion and belonging in our workforce, management, and governance, and to monitor and evaluate our success. The means KQED adopts will always meet or exceed the standards of federal and state law, as well as KQED's Equal Employment Opportunity Policy.

Our most recent EEO Public File Report: <https://ww2.kqed.org/about/wp-content/uploads/sites/19/2019/07/kqed-eeo-public-file-report-2019.pdf> details the actions KQED has undertaken to realize our Diversity Vision.

Our efforts to recruit more broadly as well as develop our internal talent met with success in 2019. In 2019, 60.5% of our employment offers went to women and 55% to people of color. In 2019, 88% of our interns were women, and 55% of the internships we offered were to people of color.

We encourage promotion from within in order to retain talent and increase diversity in leadership and professional roles. To facilitate employee development we offer in-person professional development workshops for managers and staff interested in building skills in a variety of different areas as well as technical training through LinkedIn Learning. Professional development opportunities are made available to journalists via industry conference attendance and in-house learning opportunities from outside experts.

67% of our promotions in 2019 went to women and 32% to people of color. Our regular workforce is now 61% women and 39.5% people of color, a consistent number for women and an increase from 37%, from last fiscal year for people of color. Our managerial and professional staff saw improvement in diversity as well. Those staff levels are now 70% women and 37.6% people of color.

Over the next year, we will continue our commitment to improving diversity in our staff via recruitment, retention and employee development. We will continue our internship program which provides meaningful, professional-level opportunities to individuals representing diverse groups and we will continue to participate in minority or other diversity job fairs.