



2023 Report to the Community on Diversity, Equity & Inclusion

NHPR's mission commits us to telling the stories of our changing state. That requires our organization and our journalism to reflect – and embrace – the increasingly diverse perspectives of people across New Hampshire and beyond. It requires us to model inclusion in our sources, in the voices we lift, in our reporting and in the conversations we conduct; in the makeup of our staff, Board of Trustees and Community Advisory Board, and in the ways we spend money and conduct our business.

At a fundamental level, the values of equity and inclusion guide how the people of NHPR conduct themselves and our operations. Moreover, because NHPR produces content for national audiences, we must think beyond our state boundaries and aspire in our nationally-focused work to reflect and embrace the full diversity of America.

The nation's racial reckoning in 2020 compelled the people of NHPR to examine our culture and conduct. We made a set of [public commitments](#), putting NHPR on a path to meaningful change. Those commitments are to work to:

- increase the diversity of our staff and our sources.
- work to be an anti-racist organization.
- train ourselves in the principles and practices of diversity, equity, and inclusion.
- drive those practices deep into NHPR by establishing DEI goals for every individual and team and for the organization as a whole.
- establish a working group that would raise concerns, help drive our progress, and hold leadership accountable to our commitments.

We've continued this effort over the past three-and-a-half years, some of it steadily, some of it in bursts and pauses. We acknowledge that change doesn't happen all at once and that we haven't always done the best job of recognizing its toll. Yet we know that perseverance is necessary if we're going to live our values and pursue our vision: *Through trustworthy journalism, NHPR enriches lives and helps build stronger communities, in New Hampshire and beyond.*

This is the first of what we intend to be annual public reports on our efforts. Its very existence is a marker of progress; publication of an annual DEI report is a component of NHPR's [DEI Strategic Plan](#), whose adoption was one of our most important accomplishments of 2023. Developed by NHPR's staff, reviewed by the NHPR Board's Ad Hoc Committee on Organizational Culture, and formally approved by the Board in January 2023, the plan lays out objectives and strategies in six realms:

REALM	OBJECTIVE
Organizational	Diversity, Equity and Inclusion is essential to our success as an organization and as such is reflected in our goals, policies and other guiding documents.
Hiring, Retention and Service	We will increase the diversity of our staff, board, and advisory committees.
Environment	Ensure that NHPR's environment is inclusive, welcoming and supportive of all staff.
Content and Communication	Our content, both broadcast and digital, will reflect and amplify the voices of those who have been traditionally underrepresented in public media. Our communication with the public will reflect our commitment to diversity, equity and inclusion.
Beyond the Station Walls	We will look for opportunities to work with diverse individuals and organizations owned and led by people who self-identify as BIPOC (Black, Indigenous, People of Color) or from underrepresented communities.
Accountability	We will hold ourselves accountable to achieving our organizational DEI goals and pledge to share our progress on this journey.

NHPR'S DEI WORKING GROUP

The engine driving NHPR's progress on this strategy is the DEI Working Group. The group consists of nine staff members, with representatives from every department, from staff and management, and from each of the three affinity groups that staff members have established. (We have affinity groups for BIPOC, people with disabilities, and those who identify as LGBTQIA+.)

For most of 2023, the Working Group was co-chaired by Katie Colaneri, a Newsroom senior editor, and Sara Plourde, senior producer for graphic design and user experience. In November, our new Director of People & Culture, Angela Menendez, took leadership of the Working Group, with Katie and Sara joining her to form the group's Steering Committee.

During 2023, the Working Group updated and shared its governance guidelines with the full staff. It set goals for each realm of the strategic plan and timelines for meeting those goals, and it designated the people accountable for each goal. Meaningful progress was made in each realm; given the nature of DEI practice, much work remains to be done.



NHPR Staff Retreat, March 2023

ORGANIZATIONAL

In addition to adopting our DEI Strategic Plan and the foundational efforts of the Working Group as described above, we took the following steps to affirm our organizational commitments to the principles and practices of diversity, equity, and inclusion:

- NHPR allocated funds in the fiscal year 2024 budget to further staff education. By surveying the staff, we determined that deeper learning in the first half of 2024 will focus on increasing cultural competence.
- Members of the Working Group held sessions with all department heads to support the setting of department and team goals related to DEI.
- We upheld our pledge to publish quarterly data on the [diversity of sources](#) used in NHPR journalism and semi-annual data on the [diversity of NHPR's staff](#).
- We launched reviews of NHPR's policies through an equity lens, including a review of our [anti-racism policy](#) for the first time since it was implemented in 2020.

One area in which the Working Group judged it was falling behind was in regularly assessing NHPR's overall progress toward our DEI goals. We're expecting that the onboarding of our new Director of People & Culture will enhance our ability to track NHPR's engagement in cultural change.

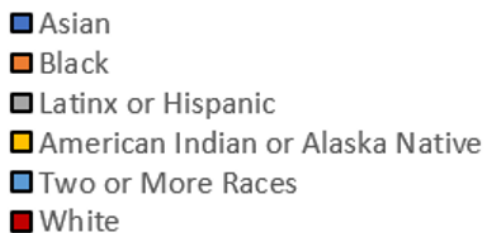
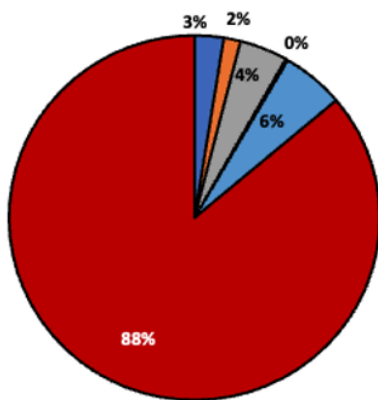
We achieved 61% compliance with our objective that each full-time staff member has a performance goal related to DEI. This is an area of growth as we work toward our goal of 100% compliance.

HIRING, RETENTION AND SERVICE

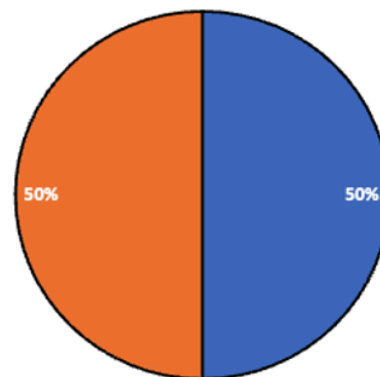
Our goal is that the staff, Board of Trustees, and Community Advisory Board of NHPR each reflect the diversity of New Hampshire. That breadth of engagement and representation is one of the best ways we know to ensure that a variety of viewpoints and life experiences is captured in our journalism and our public service.

For benchmarking, the 2020 U.S. Census found that New Hampshire's population was 88.3% white, 5.6% multi-racial, 4.3% Latinx or Hispanic, 2.6% Asian, 1.5% Black, and 0.2% American Indian or Alaska Native. The Census reported the population evenly split by gender, 50% female and 50% male.

New Hampshire: Ethnicity, 2020 Census



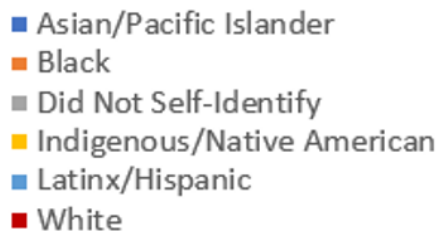
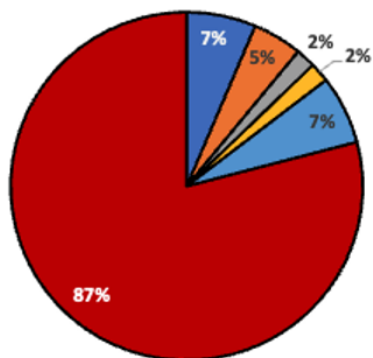
New Hampshire: Gender, 2020 Census



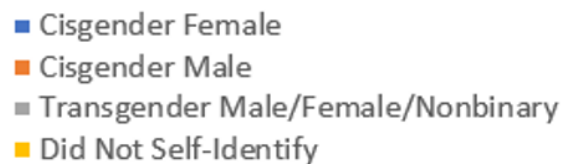
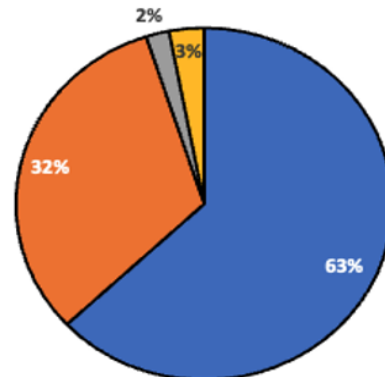
Staff: Our most recent staff demographics survey, conducted in July 2023, showed that our staff roughly parallels the state's ethnic make up. 87% of staff self-identified as white, 7% Latinx or Hispanic, 7% Asian or Pacific Islander, 5% Black, and 2% Indigenous or Native American. Another 2% of staff members declined to self-identify. (Numbers add to more than 100% because people were allowed to identify in multiple categories.)

63% of our staff identified as cisgender female, 32% as cisgender male, and 2% as transgender male/female/nonbinary. Another 3% of staff members declined to self-identify. (*Cisgender* describes a person whose gender identity aligns with the sex they were assigned at birth.)

Staff: Ethnicity, July 2023



Staff: Gender, July 2023



Of our managers, 93% were white and 7% Latinx or Hispanic. 67% identified as cisgender female and 33% as cisgender male.

These semi-annual reports are [published](#) on NHPR.org.

Board: At this writing, NHPR's [Board of Trustees](#) is 78% white, 6% Latinx or Hispanic, 6% Asian or Pacific Islander, and 11% Black. 53% of Board members are female and 47% are male.

CAB: NHPR's [Community Advisory Board](#) is 79% white, 8% Black, 4% Latinx or Hispanic, and 8% Indigenous or Native American. 56% of CAB members are female and 44% are male.

Additionally, we took these steps to affirm our commitments to the principles and practices of diversity, equity, and inclusion in the realm of Hiring, Retention, and Service:

- We began quarterly reviews of job applicant demographics and recruiting sources.
- We began tracking where we post job openings and to document the posting process.
- The collective bargaining agreement we negotiated with the members of our staff who are affiliated with the SAG-AFTRA union reaffirms our commitment to upholding NHPR's anti-racism policy, to our [diversity statement](#), and to the active promotion of diversity in all positions.
- The Board's Ad Hoc Committee on Organizational Culture held a series of meetings with staff members to enhance understanding of one another's roles and responsibilities. The Committee is participating in the review of NHPR's anti-racism policy.
- Members of the Board formed a Board Development Task Force to work with the Nominating and Governance Committee to recruit and cultivate new board members and

recommend development opportunities that support diversity, equity, inclusion, and belonging.

ENVIRONMENT

Hiring a diverse staff is an essential step in building an organization that reflects and seeks to understand and represent the diversity of New Hampshire. It is just as crucial that NHPR's environment be inclusive, welcoming, and supportive. We took these steps to build that kind of environment:

- At staff initiative, we developed an onboarding kit to welcome and acculturate new employees to New Hampshire.
- We revised our exit interviews to better surface DEI-related concerns.
- We established a process for creating an affinity group and maintained a list of contact persons for our existing groups.
- The DEI Working Group provided a peer forum for sharing concerns about conduct that made staff members feel uncomfortable or unsafe and elevating issues as needed to management's attention.
- The Human Resources Department ensured that all staff, including new hires, reviewed and signed off on their commitment to comply with NHPR's discrimination and harassment policy and anti-racism policy.

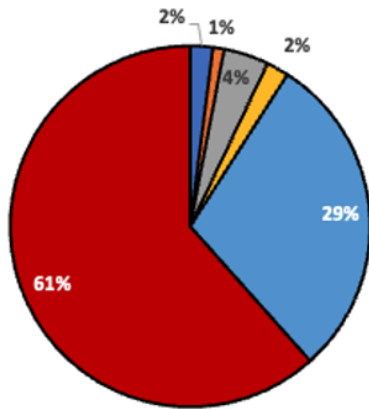
CONTENT AND COMMUNICATION

Our organizational vision states that *"through trustworthy journalism, NHPR enriches lives and helps build stronger communities, in New Hampshire and beyond."* As a statewide news organization and a producer of podcasts listened to across America, the primary way we realize this vision is through our journalism. That's why one of our core DEI commitments is to steadily increase the diversity of our reporting sources and the voices heard in our broadcasts and podcasts.

We [publish](#) quarterly reports tracking the ethnicity and gender of sources used by the NHPR Newsroom and by the teams that produce *Civics 101* and *Outside/In*. The discipline of gathering this data encourages content staff and editors to stay attentive to seeking out diverse voices. Publishing the data maintains accountability. Training sessions remind our journalists of the importance of this effort and of tactics for broadening their sourcing.

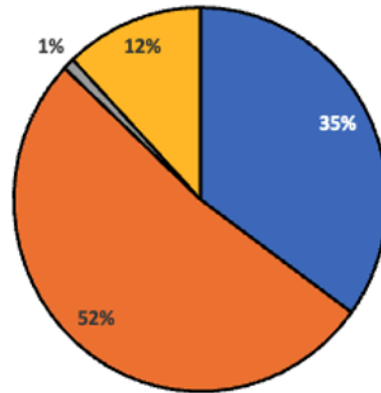
In the third quarter of 2023, the most recent period for which we have data, the Newsroom reported that 52% of its sources said they used he/him pronouns, 35% used she/her, and 1% used he/they or she/they. Reporters did not ask the other 12% of their sources to state their pronoun preference. 61% of Newsroom sources said they were white, 4% were Black, 2% were Latinx/Hispanic, 2% were Asian/South Asian/Asian American and 1% were bi- or multi-racial. Reporters did not ask 29% of sources to state their ethnic identity.

Newsroom: Source Ethnicity, Q3 2023



- Asian/Pacific Islander
- Bi- or Multiracial
- Black
- Latinx/Hispanic
- Reporter Did Not Ask
- White

Newsroom: Source Gender, Q3 2023

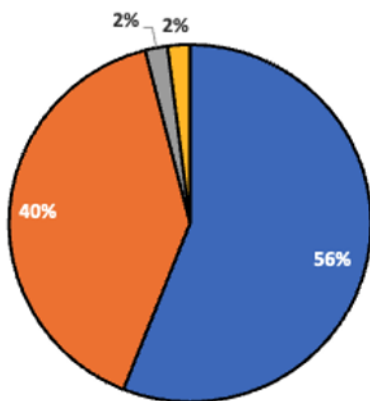


- She/Her
- He/Him
- He/They-She/They
- Reporter Did Not Ask

This represented a significant advance in awareness and accountability, as a year earlier, in the third quarter of 2022, the Newsroom did not gather enough data to be able to report its performance.

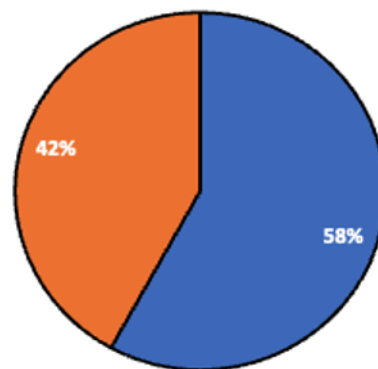
For the podcast teams, in the third quarter of 2023, 56% of sources said they used she/her pronouns, 40% used he/him, and 2% used he/they or she/they. Producers did not ask the other 2% of their sources to state their pronoun preference. By comparison, a year earlier, in the third quarter of 2022, 58% of sources said they used she/her pronouns, while 42% used he/him.

Podcast: Source Gender, Q3 2023



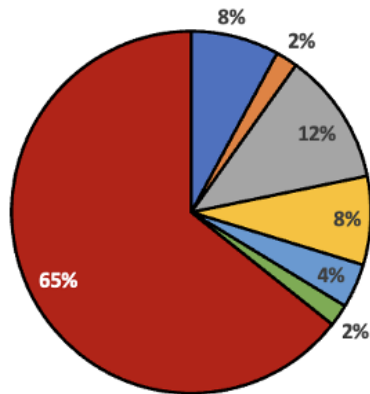
- She/Her
- He/Him
- He/They-She/They
- Producers Did Not Ask

Podcast: Source Gender, Q3 2022

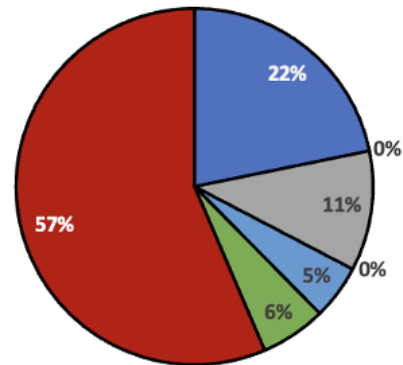


As for ethnicity, in the third quarter of 2023, 65% of podcast sources said they were white, 12% were Black, 8% were Latinx/Hispanic, 8% were Asian/South Asian/Asian American, 4% were Middle Eastern/North African, and 2% were bi- or multi-racial. Producers did not ask 2% of sources to state their ethnic identity. A year earlier, 57% of podcast sources said they were white, 22% were Asian/South Asian/Asian American, 11% were Black, 6% were Middle Eastern/North African, and 5% were Latinx/Hispanic.

Podcast: Source Ethnicity, Q3 2023



Podcast: Source Ethnicity, Q3 2022



- Asian/South Asian/Asian American
- Bi- or Multiracial
- Black
- Latinx/Hispanic
- Middle Eastern/North African
- Producers Did Not Ask
- White

The end goal of source tracking is inclusive journalism that reflects the diversity of the people and communities we cover. And while we have much more work ahead of us to grow and deepen coverage that is inclusive and reflects the diversity of New Hampshire, our journalism - as the following examples of NHPR's work demonstrate - leaned into that objective in 2023.

Newsroom: These stories exemplify NHPR reporters' efforts to cover issues and mark moments important to a diverse range of communities in New Hampshire, as well as inclusive reporting on culture, climate change, and income inequality.

[Queerlective aims to build a new kind of creative community in New Hampshire](#)

[Manchester marks Martin Luther King Jr. Day with a focus on 'beloved community'](#)

['Joy in the culture. Joy in movement. Joy in sound.' Juneteenth brings celebration and reflection across NH](#)

[Residents envision slower and safer streets for Manchester neighborhoods](#)

[Archive features oral histories from LGBTQ+ elders on the NH Seacoast](#)

[“I just never get tired of listening to people.” Abenaki filmmaker Alanis Obomsawin on a lifetime of making documentaries.](#)

[Review of genealogies, other records fails to support local leaders’ claims of Abenaki ancestry](#)

[When classes are only part of the challenge: NH college students navigate housing, food insecurity on campus](#)

[A first-hand account of being caught up in NH’s ‘border crisis’](#)

[Live from the Word Barn: Jake Blount](#)

Podcasts: These episodes are examples of inclusive reporting on issues of universal interest, including topics where race is a central consideration.

From *Civics 101*

[Did American Girl Dolls Do Right By History?](#)

[Reconstruction: A Three-Part Series](#)

[When the Curriculum is Against the Law](#)

From *Outside/In*

[Oppenheimer’s Omission](#)

When Protest Is a Crime: [Parts 1 and 2](#)

[The Ocean is a Place of Queer Possibility](#)

Spanish News: In 2023, NHPR maintained its investment in our Spanish-language news initiative, *¿Que Hay de Nuevo, New Hampshire?*, which publishes news updates three times a week via WhatsApp and the [NHPR.org website](#) to serve the state’s largest group of non-English speakers. At this writing, pageviews of Spanish news on NHPR.org are up 26% vs. the rolling 12-month average, and subscribers to the WhatsApp service are up by 9%.

We are co-conveners of the Latino Community Media Partnership, a group of community members, media, and educational partners. Its objective is to increase news availability in Spanish by producing content that the Latino community in New Hampshire needs, while building connection and understanding between Latinos and the broader community.

These reporting samples (in English) touch on a wide range of topics: public policy, community events, entrepreneurship, and daily life in a community that NHPR covers attentively, reflecting our intention to be public media for everyone in New Hampshire:

[Lack of Spanish outreach may be cutting older Latinos off from senior services in NH](#)

[In Nashua, a community of Mexicans from same remote town count on this woman for Day of the Dead snacks](#)

[How three Latino coffee entrepreneurs are brewing stories in NH's java scene](#)

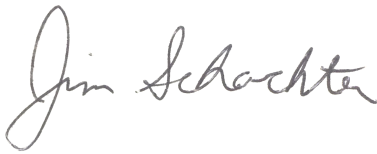
[How undocumented immigrants in NH make a living without the right to drive](#)

BEYOND THE STATION WALLS

NHPR requires all vendors and contractors to attest to their commitment to the principles and practices of diversity, equity, and inclusion. The Working Group and Finance Department are developing mechanisms for tracking the diversity of our vendors. Additionally, the Development Department has modified NHPR's gift acceptance policy to underscore our institutional commitment to anti-racism.

ACCOUNTABILITY

This report, our regular publication of data on diversity in staff and sources, and the ongoing work of the DEI Working Group keep us accountable to the public and ourselves for advancing NHPR's DEI efforts and fulfilling our commitments. I welcome your questions, comments, and suggestions as we strive to advance this essential work.

A handwritten signature in black ink that reads "Jim Schachter". The signature is written in a cursive, flowing style.

Jim Schachter,
President & Chief Executive Officer
New Hampshire Public Radio
President@NHPR.org