

KERA DEIB Annual Report - FY21-FY23

I. Vision

At KERA, we believe that diversity, equity, inclusion and belonging (DEIB) is the lens by which we do all of our work. This is a core priority that is infused in every action we take.

We are committed to identifying and engaging with new, younger and more diverse audiences. We are committed to having a staff that is representative of the community we serve. We are committed to creating a culture of belonging – in our physical and virtual spaces, on the air, and in the community.

As a public service, KERA has a unique responsibility to the 4.5 million people we serve each month. KERA belongs to all of them, to our staff, our board, our volunteers, our members and to all the people who do not yet know us.

This is work that we all share.

II. Where we've been

In FY21, DEIB was addressed in a way it never had been before. KERA formed three staff-led working groups to think critically about three essential aspects of our business: audience, content and staffing. Each group made specific recommendations on their area of focus.

In the 12 months following the creation of the working groups, KERA completed 80% of the initial recommendations. This work included:

- the creation of KERA's DEI Advisory Council (now in its third term)
- A partnership with Insperity to help perform HR services
- The creation of a People & Culture team
- A partnership with Kanarys to conduct an annual Inclusion & Belonging assessment and provide recommendations. We now have three years of data and recommendations which have informed numerous decisions about DEIB work at KERA.

Additional highlights of DEIB work include:

- A paid internship program (3 semesters annually)
- DEIB-related goals on every team member's annual performance review
- The publication of KERA's Guiding Principles
- Multicultural audience research by Horowitz to inform programming and event choices
- A Leadership Development Series, to help develop and train our management team
- A successful "Can We Talk" series attended by all of staff – which introduced brave conversations and helped give team members a common language and definitions to use.

In FY22 and FY23 a specific focus was put on inclusion and belonging at KERA, including formally incorporating it into our DEI work at the end of FY23. Our work in belonging is highlighted by the launch of the weekly People & Culture newsletter, the creation of our intranet

to streamline internal communications, annual Team Appreciation Day, new onboarding procedures, a half day new hire orientation called “About KERA Day” and KERA Connect week.

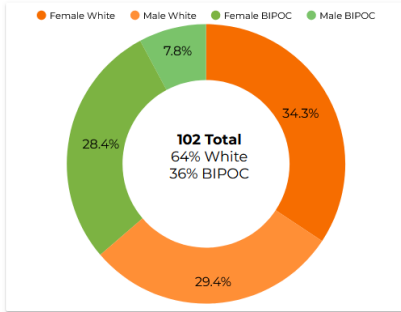
III. Data/Snapshots

Shifts in demographic makeup of KERA’s team, Board and Community Advisory Board (CAB)

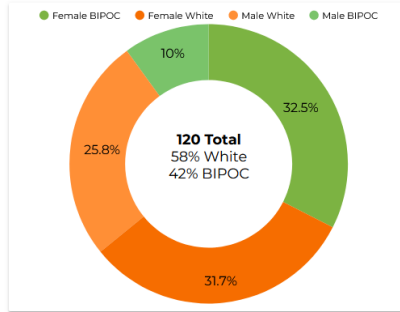
KERA Team

Full time staff gender + white / BIPOC breakdown

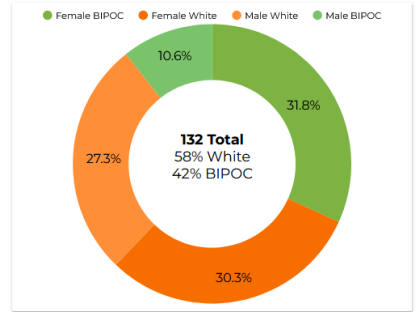
FY 2021



FY 2022

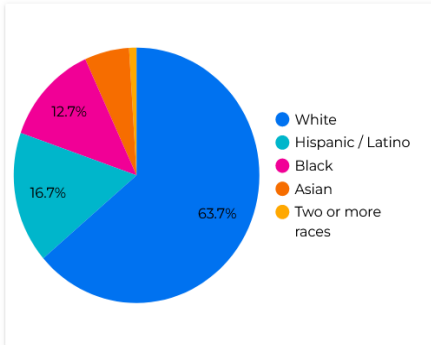


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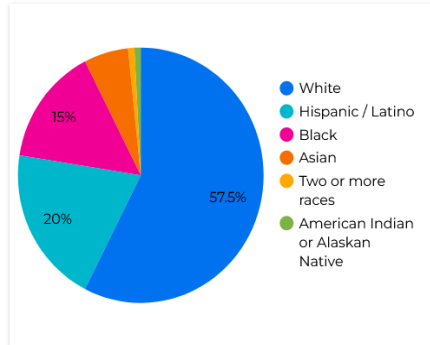


Full time staff race and ethnicity

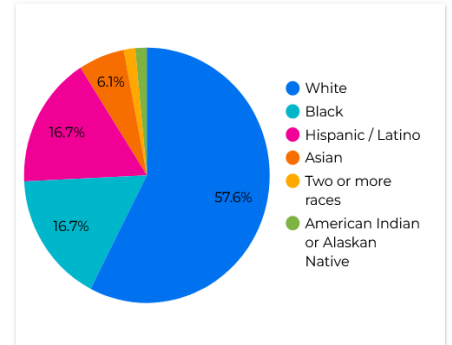
FY 2021



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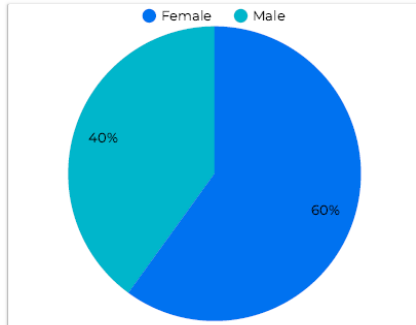


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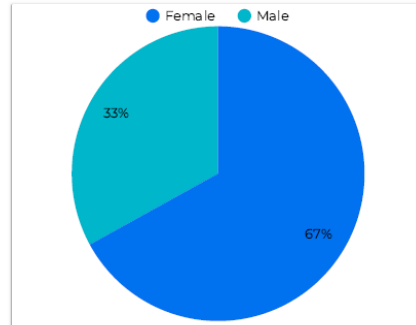


KERA Senior Team

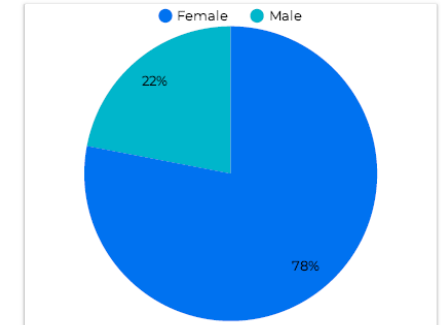
FY 2021



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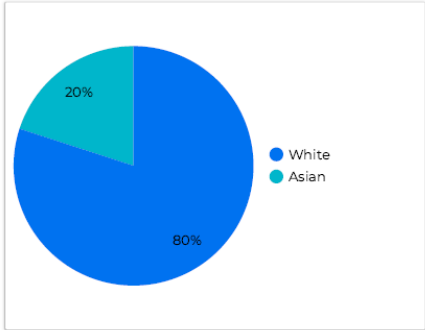


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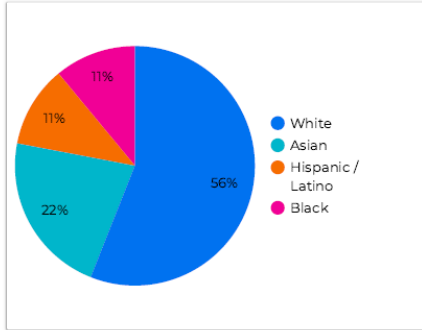


Senior Leadership race and ethnicity

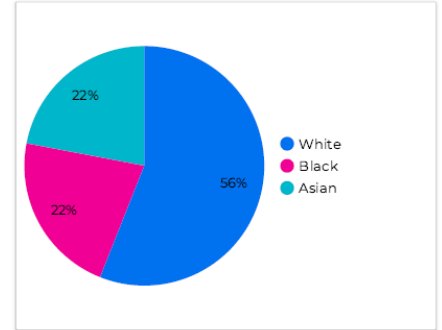
FY 2021



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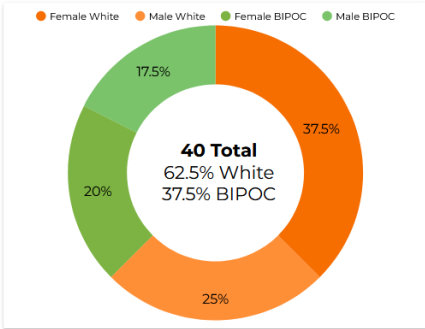


FY 2023

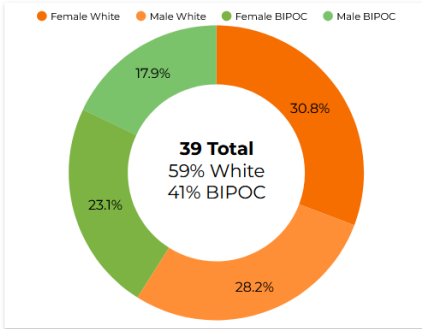


KERA Board

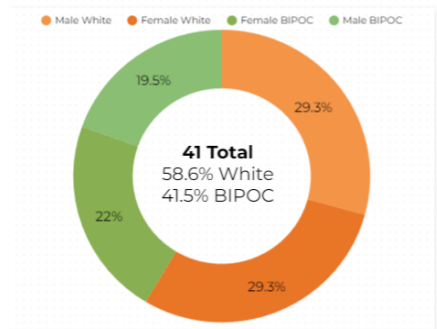
FY 2021



FY 2022



FY 2023



Board of Directors member race and ethnicity

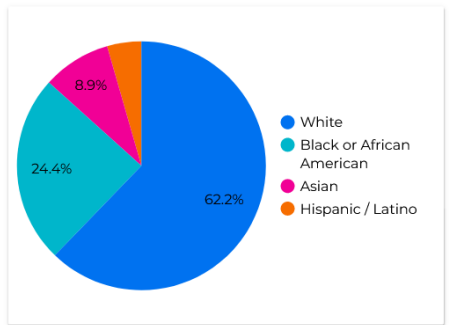
FY 2021

Detailed race and ethnicity breakdown unavailable for FY 2021. See above for generalized white / BIPOC comparison.

FY 2022

Detailed race and ethnicity breakdown unavailable for FY 2022. See above for generalized white / BIPOC comparison.

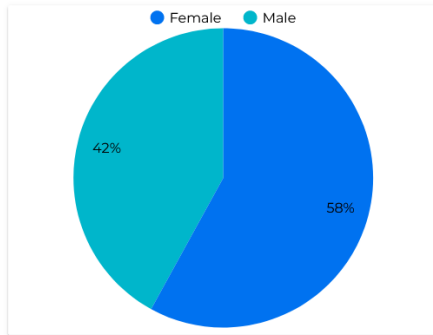
FY 2023



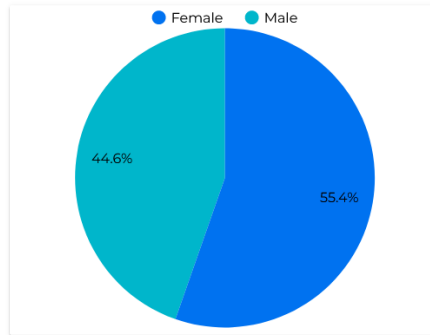
KERA Community Advisory Board

CAB member gender

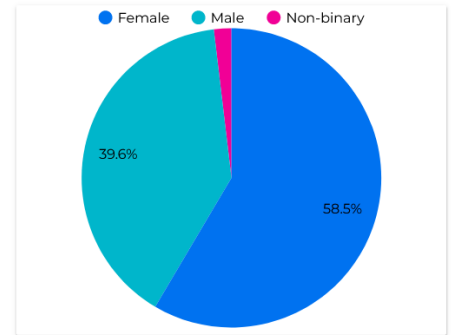
FY 2021



FY 2022

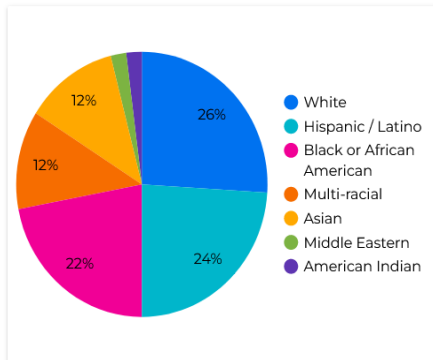


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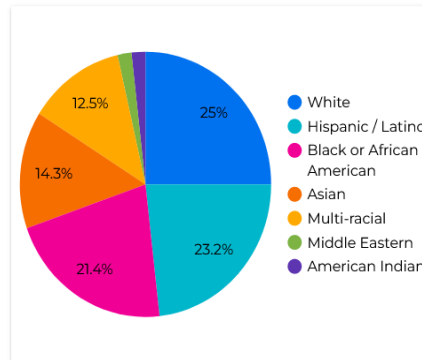


CAB member race and ethnicity

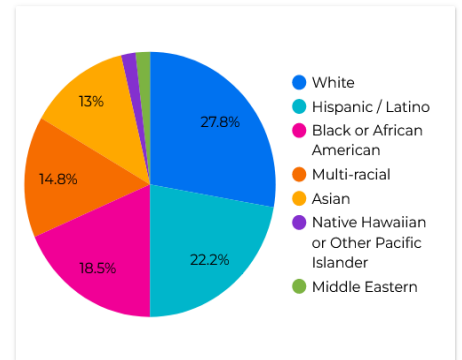
FY 2021



FY 2022



FY 2023



IV: DEIB Infrastructure

At KERA, we believe that we all hold responsibility for this work. Each person has influence from their position to advance the DEIB vision – however, it would not be possible without support.

From FY21-23, DEIB was led by Sylvia Komatsu, Chief Content and Diversity Officer, and Denita Malvern, Director, Engagement & Inclusion. We're thankful for their efforts and proud of the care, thoughtfulness and intentionality they approached it. They moved the needle in a considerable way, and we are a better organization because of them.

At the end of FY23, DEIB leadership was transitioned to Kimberly Singleton, CFO, Andrea Somers, VP, People Strategy and Tina Lin, Chief of Staff, in order to more deeply embed this work across our entire organization. This new leadership model, shared between three members of KERA's Senior Team, is an example of how DEIB work does not rest in one- or two-people's purview. It also aligns with our overall vision – DEIB being the lens by which we do all of our work.

Additional support includes the DEI Advisory Council, the People & Culture pillar of the 2023-2027 Strategic Plan, budget dollars earmarked to support this work, KERA's Guiding Principles and soon, Employee Resource Groups (ERG's).

V: What's next?

We are excited to continue advancing KERA's DEIB work in FY24.

Projects/areas of focus includes:

- Full launch and execution of Employee Resource Groups
- A streamlined vendor/supplier diversity tracking system (baseline data to be gathered this year and reported on at the end of the year)
- Planning for our culture of belonging when we vacate our building at the end of the fiscal year
- Continuing our Leadership Development series
- Department-level onboarding plans
- Pilot initiative – creation of individual growth paths for the KERA Team
 - Growth paths will require input and agreement from the individual, their manager(s) and the People & Culture Team
 - Expected in FY24 – determine structure and measures of success; pilot with small subset of team in FY24.