

FY24 DEIB Annual Report

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 and that work and visioning was continued in FY24.

FY24 Highlights

FY24 was a year of reflection and redirection – with a hard focus on making sure our work is sustainable over time. Highlights from the year include:

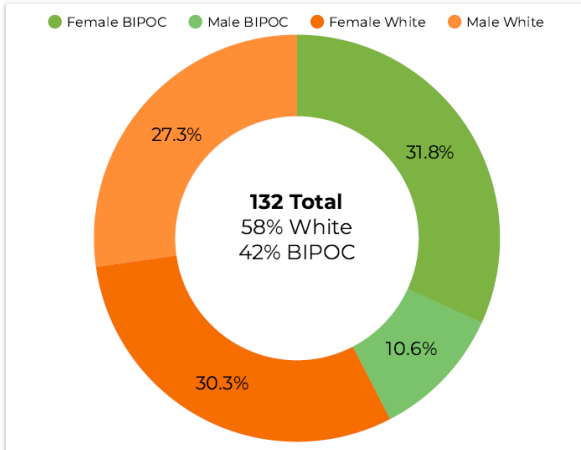
- Multiple listening sessions with department and groups who scored lower on KERA's annual Inclusion and Belonging survey; led by a third-party moderator
- Launch of Employee Resource Groups to the full staff
 - ERG's were paused in mid-FY24 due to a lack of participation
- Four group working sessions with Leadership and the DEIB Council to reflect on our past work and collaborate on the vision for DEIB work at KERA over the next few years
 - These working sessions included:
 - Reflecting on the past four years of DEIB work at KERA
 - Working together to build trust and relationship
 - Co-creating KERA's FY25 annual plan for DEIB work
 - Evaluating the Council's structure, purpose and role
 - The working sessions were successfully completed in the beginning of FY25
- Creation of a new Manager, People & Culture position to focus on equitable and inclusive recruitment, hiring and onboarding practices, as well as lead our paid internship program
- Execution of monthly manager meeting to engage and learn together as people leaders, which is an extension of our Leadership Development Series
- After formally incorporating "belonging" into our work in FY23, we put that work into action in FY24 with a specific focus on working with our managers to think deeply about belonging, connection and communication as we prepare to vacate our building in FY24
- Established tracking and reporting mechanisms to capture information on supplier diversity categorization and began capturing the designations and certifications from vendors

We look forward to continuing this important work in FY25 and beyond – as it is essential to our ability to serve our audience, our team and everyone we serve.

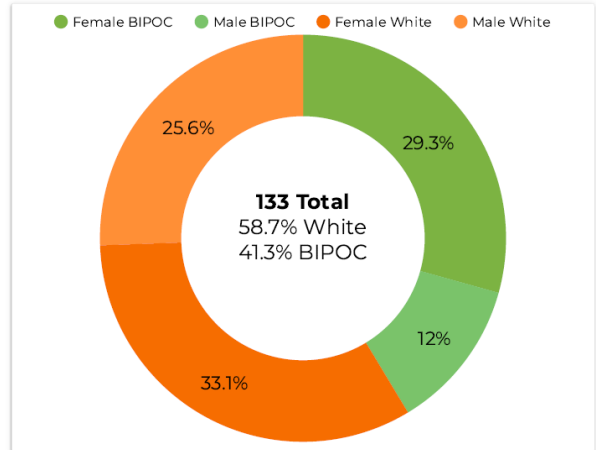
Staff Demographic Comparison

Full time staff gender + white / BIPOC breakdown

FY 2023

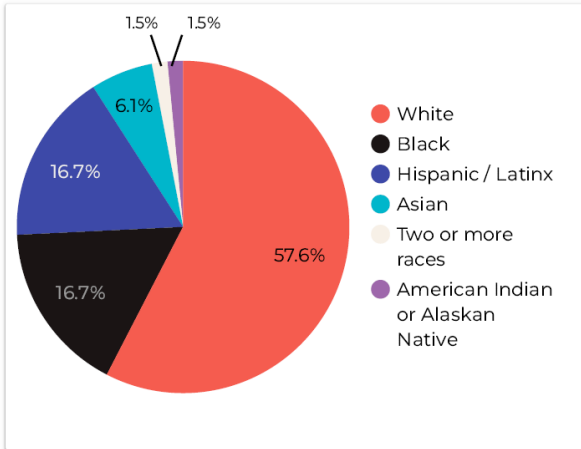


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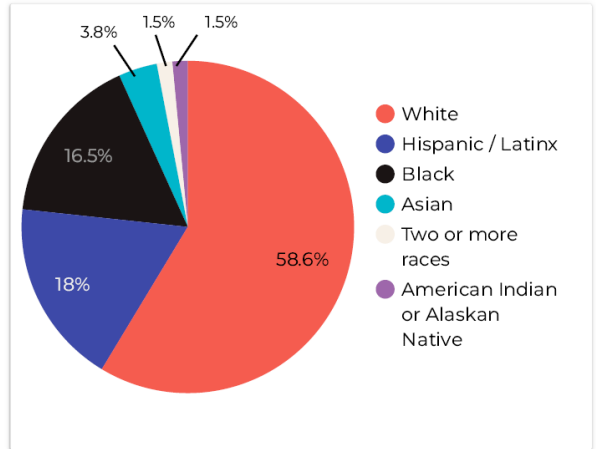


Full time staff race and ethnicity

FY 2023

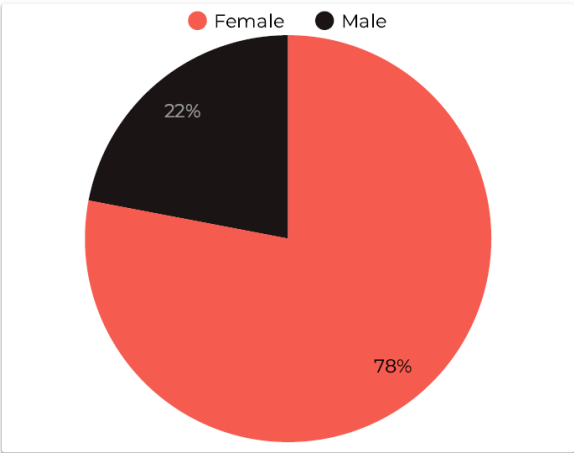


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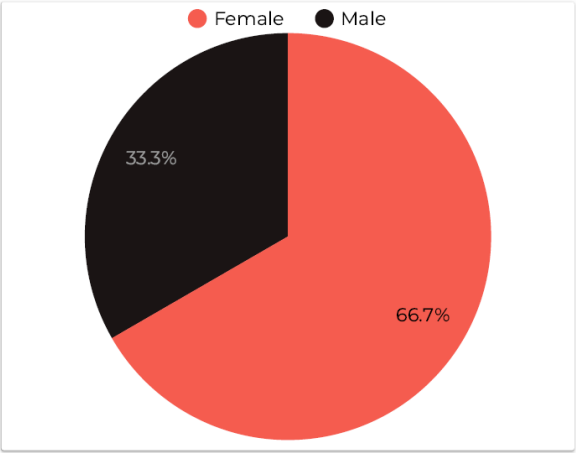


Senior Leadership Demographic Comparison

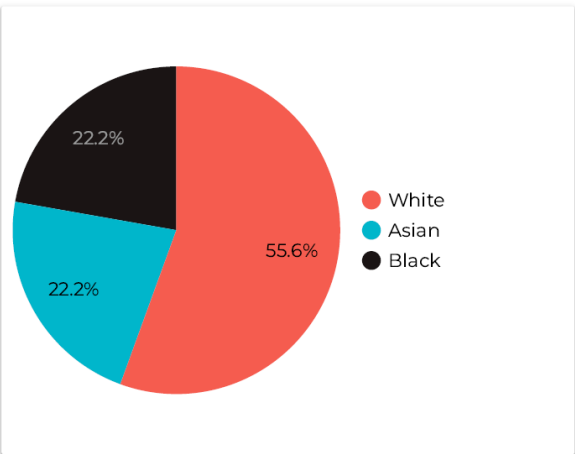
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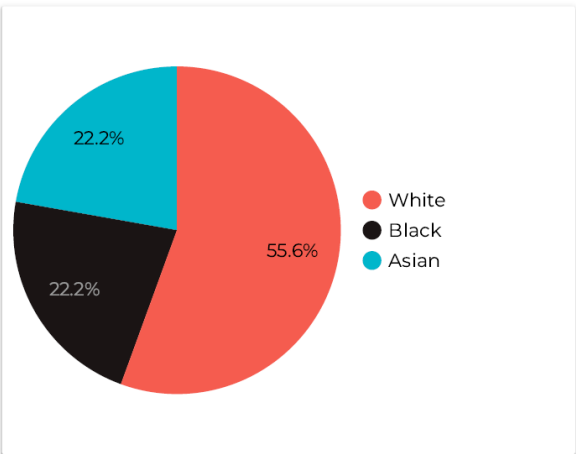
FY 2024



FY 2023

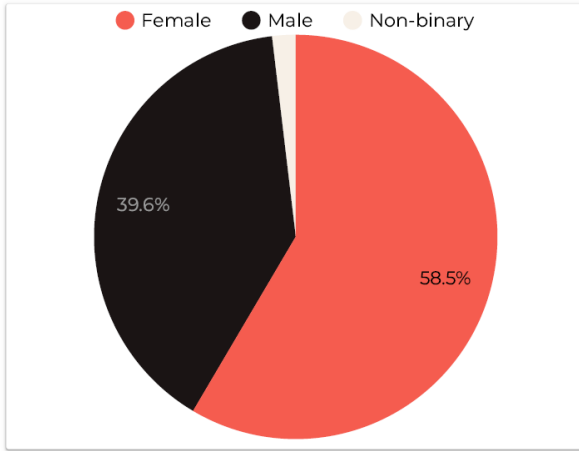


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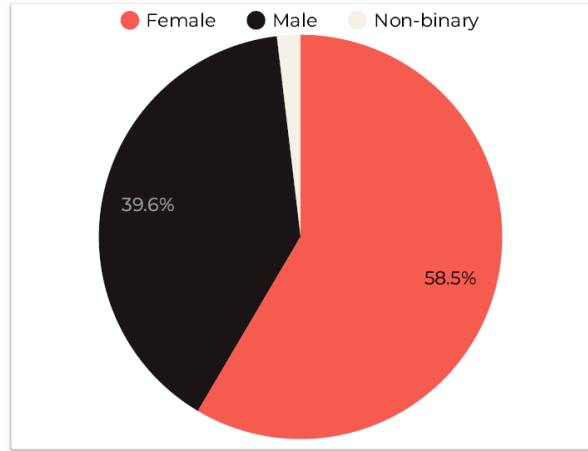


Community Advisory Board Demographic Comparison

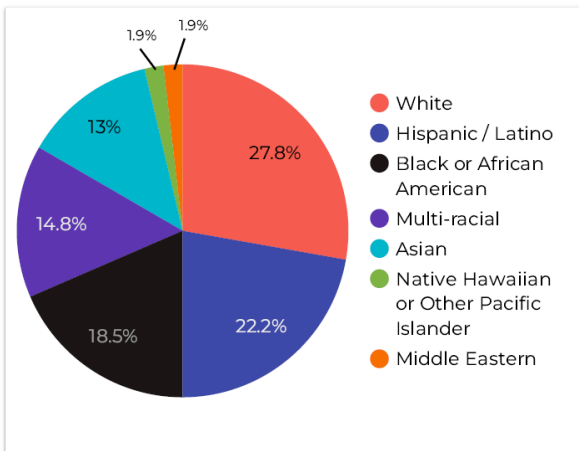
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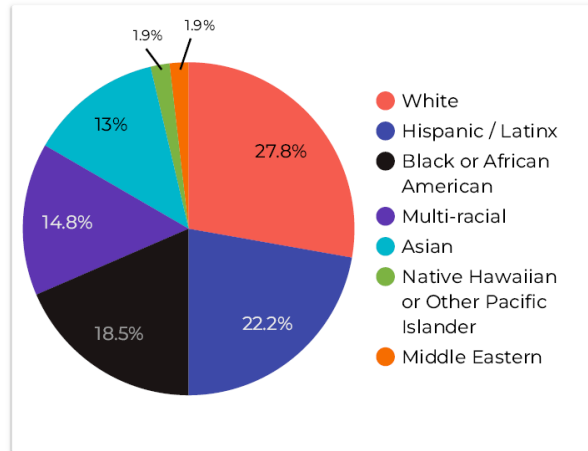
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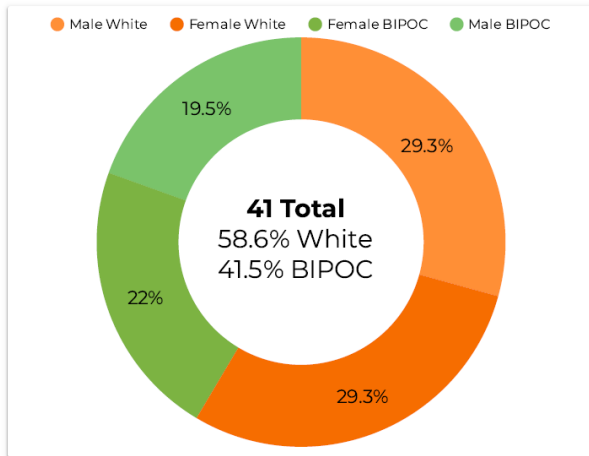


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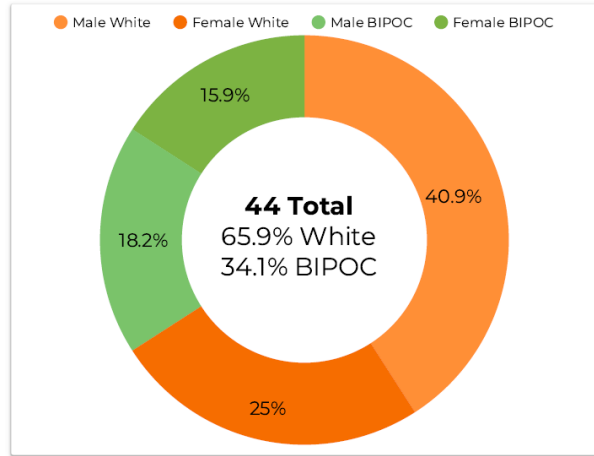


Board of Directors Demographic Comparison

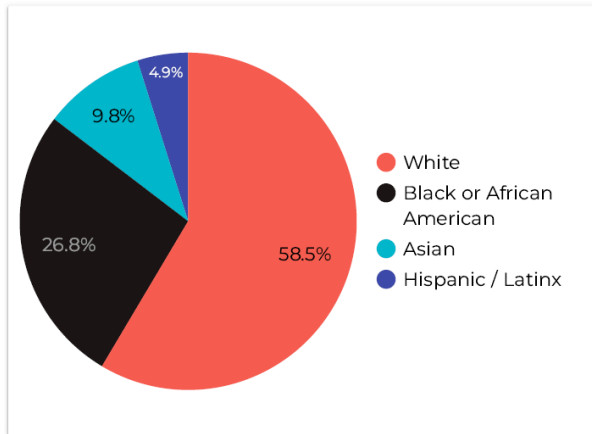
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FY 2024



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FY 2024

