

FY 2022 CPB DIVERSITY REPORT

NEW JERSEY PUBLIC BROADCASTING AUTHORITY

STATIONS WNJT(TV), WNJN(TV), WNJB(TV), WNJS(TV)

Statement of Commitment to Diversity

The New Jersey Public Broadcasting Authority (“NJPBA”), licensee for stations WNJT(TV), WNJN(TV), WNJB(TV), WNJS(TV) (collectively “the Stations”), is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment, and to enhance our ability to effectively serve the public as a media organization. Diversity at NJPBA encompasses our differences, including, but not limited to, race, creed, color, national origin, age, sex, affection or sexual orientation, marital status, religion, or disability.

The Stations are licensed to the New Jersey Public Broadcasting Authority, an independent authority of the State of New Jersey (the “State”) governed by a five-member Board. Staff support for the NJPBA is provided by employees within the Department of the Treasury of the State of New Jersey. The State of New Jersey’s nondiscrimination policies, ethics policies, and commitment to equal opportunity in employment practices are reflective of State and federal law as well as the State’s commitment to equal opportunity and diversity.

The NJPBA has entered a long-term Programming and Services Agreement for the programming and operation of the Stations with Public Media NJ (“PMNJ”), a New Jersey based non-profit corporation. The NJPBA remains the FCC licensee and CPB grantee for the Stations and, therefore, provides oversight to ensure that the terms and conditions of the Programming and Services Agreement are met, and the agreement requires that PMNJ program and provide services to the Stations in accordance with appropriate law, policies, and procedures.

NJPBA Diversity and Inclusion Goals

- To recruit and retain a diverse workforce that is representative of our service areas.
- To provide equal opportunity in employment, professional development, and promotional advancement.
- To educate our management and staff in best practices for cultivating an inclusive and diverse environment for all persons.
- To engage a diverse audience in our service areas by providing information and resources relevant to their interests and needs.

Diversity Policy Practices and Initiatives

1. The NJPBA has reviewed with the Stations’ licensee official those practices designed to fulfill our commitment to diversity and meet the applicable FCC guidelines and has created a Diversity Policy governing the NJPBA.
2. This annual report of the NJPBA’s hiring goals, guidelines, employment statistics, and actions undertaken to meet the NJPBA’s diversity and inclusion goals and satisfy CPB’s diversity eligibility

policy was posted on the Stations' website at <http://www.state.nj.us/treasury/njpba/publicinfo.shtml> on September 20, 2021.

3. The NJPBA has established formal diversity training programs for management and staff as follows:
 - a. All NJPBA employees and managers are required to have training on the New Jersey State Policy Prohibiting Discrimination in the Workplace. The training is initially provided upon hire and every two years thereafter. Employees and managers also receive a copy of the New Jersey State Policy Prohibiting Discrimination in the Workplace to review annually. All NJPBA assigned staff completed an online training course on this policy between February and May 2021. The policy was last distributed to the entire staff as part of the training course.
 - b. On an ongoing basis, the NJPBA employees and managers have access to professional development classes and online courses offered by the State of New Jersey's Civil Service Commission ("CSC") through the CSC's Learning Metric System and directly from the New Jersey Employ Advisory Service. This training is designed for individuals at any staff level to improve and enhance their professional skills and abilities. Personnel enrolls in and completes elective online courses at their own volition. In 2021, multiple staff members received training in security awareness, active shooter response, detecting phishing emails, and gender inequity. Three staff members trained in remote record management, and one trained in file management. One also attended training on successful approaches to difficult employee conversations.
4. The NJPBA has reviewed the quarterly Issues and Programs Reports provided by PMNJ to ensure that the programming covers current issues and topics relevant to the diverse communities, interests, and needs in our service areas. The quarterly reports are posted in the Stations' online FCC Public Files: <https://tinyurl.com/zo689ce>.
5. PMNJ issued a 2020 Local Content and Service Report which detailed descriptions of content and services PMNJ provided to meet the local needs of diverse communities in the Stations' service areas and their impact, community feedback on the impact and effectiveness of the local content and services created, and descriptions of partnerships and collaborations. The report is available on the Stations' website: <https://tinyurl.com/5y2nymf5>. The 2021 Local Content and Service Report is due February 15, 2022.

Hiring Goals and Guidelines

The NJPBA operates in accordance with the implementation of the New Jersey Public Broadcasting System Transfer Act, L. 2010, c. 104 and is subject to the employment guidelines set forth by the Treasury in the Equal Employment Opportunity/Affirmative Action Policy Statement of the Treasury. The NJPBA did not hire any employees in 2021 and has no plans for hiring in 2022. Should a vacancy occur, ads would be posted with multiple organizations that focus outreach toward diverse candidates as required by the FCC and specified in the Equal Employment Opportunity/Affirmative Action Policy Statement of the Treasury.

Employment Statistics

The NJPBA assigned staff provided by Treasury is comprised of one (1) Asian woman, one (1) Caucasian woman, one (1) African American man, and two (2) Caucasian men.

According to the by-laws of the NJPBA, the Board shall consist of a total of five (5) members, as follows:

- Three (3) appointed by the Governor of the State of New Jersey
- One (1) appointed by the President of the New Jersey Senate
- One (1) appointed by the Speaker of the New Jersey General Assembly

The Board of the NJPBA is comprised of one (1) Caucasian woman and two (2) Caucasian men. Two positions are vacant, to be appointed by the Governor of the State of New Jersey and the Speaker of the New Jersey General Assembly, respectively.

References

NEW JERSEY STATE POLICY PROHIBITING DISCRIMINATION IN THE WORKPLACE:

<https://www.state.nj.us/csc/about/divisions/eo/pdf/PolicyProhibitingDiscrim.pdf>

NEW JERSEY STATE DEPARTMENT OF THE TREASURY EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT:

<https://www.nj.gov/treasury/administration/pdf/EEOAPolicyStatement.pdf>

FCC ANNUAL EEO REPORT 2021:

<https://www.state.nj.us/treasury/njpba/assets/files/pdf/2021/fccfinalreport2021.pdf>