

ARIZONA  
PUBLIC MEDIA®

---



PBS



azpm.org



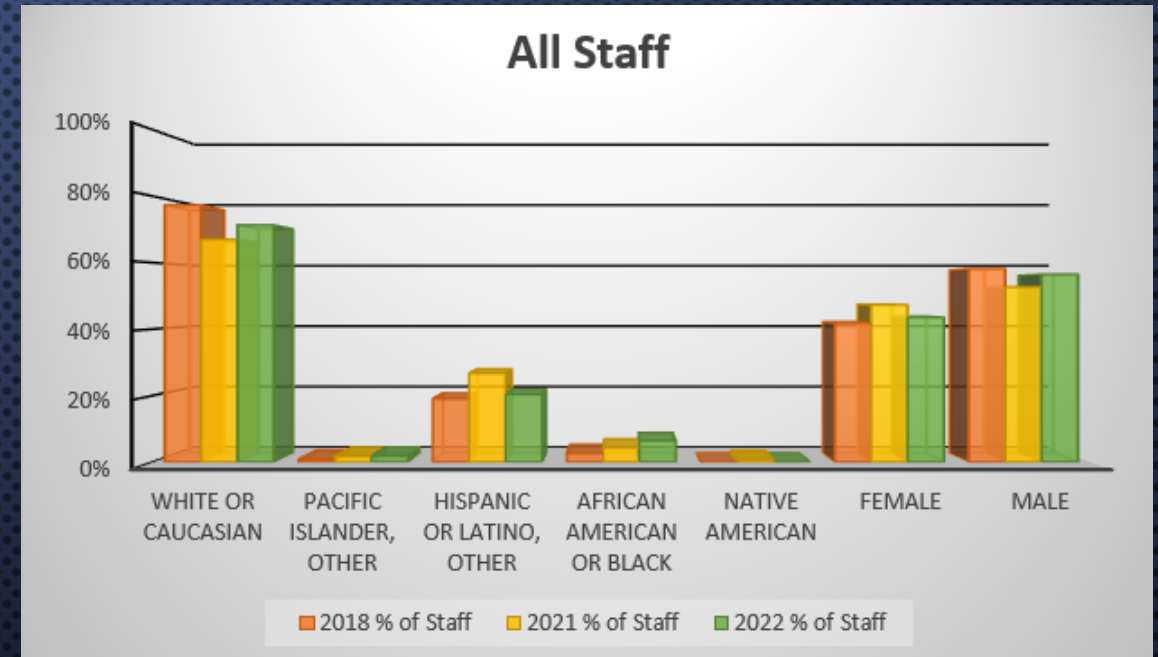
# ARIZONA PUBLIC MEDIA DIVERSITY REPORT 2022

By Tanya Gonzales, HR Generalist



# ALL STAFF REVIEW

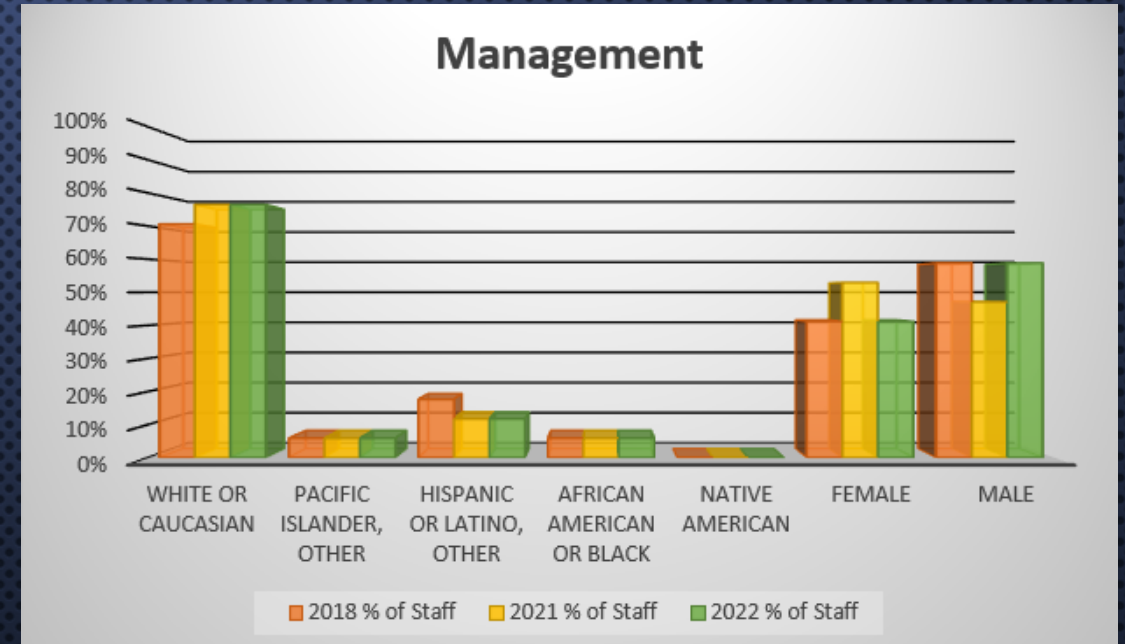
	2018		2021		2022	
	# of Staff	% of Staff	# of Staff	% of Staff	# of Staff	% of Staff
White or Caucasian	85	77%	75	67%	77	71%
Pacific Islander, Other	1	1%	2	2%	2	2%
Hispanic or Latino, Other	21	19%	30	27%	22	20%
African American or Black	3	3%	5	4%	7	6%
Native American	0	0%	1	1%	0	0%
Female	46	42%	53	47%	47	44%
Male	64	58%	59	53%	61	56%
Total Staff	110		112		108	



- All Staff includes all full-time, part-time, ancillary, and student employees
- Efforts continue in increasing diversity for all staff
- Efforts continue to close gaps between genders

# MANAGEMENT REVIEW

	2018		2021		2022	
	# of Staff	% of Staff	# of Staff	% of Staff	# of Staff	% of Staff
White or Caucasian	12	71%	13	76%	13	76%
Pacific Islander, Other	1	6%	1	6%	1	6%
Hispanic or Latino, Other	3	18%	2	12%	2	12%
African American or Black	1	6%	1	6%	1	6%
Native American	0	0%	0	0%	0	0%
Female	7	41%	9	53%	7	41%
Male	10	59%	8	47%	10	59%
Total Staff	17		17		17	

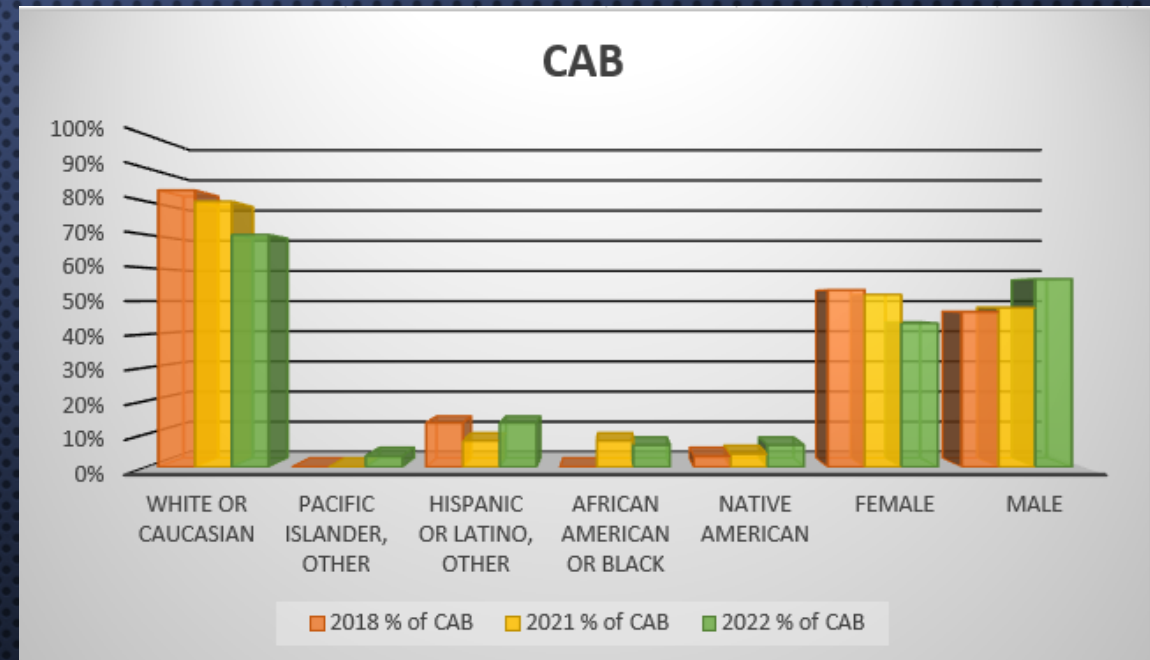


- Efforts continue to close gaps between genders



# COMMUNITY ADVISORY BOARD REVIEW

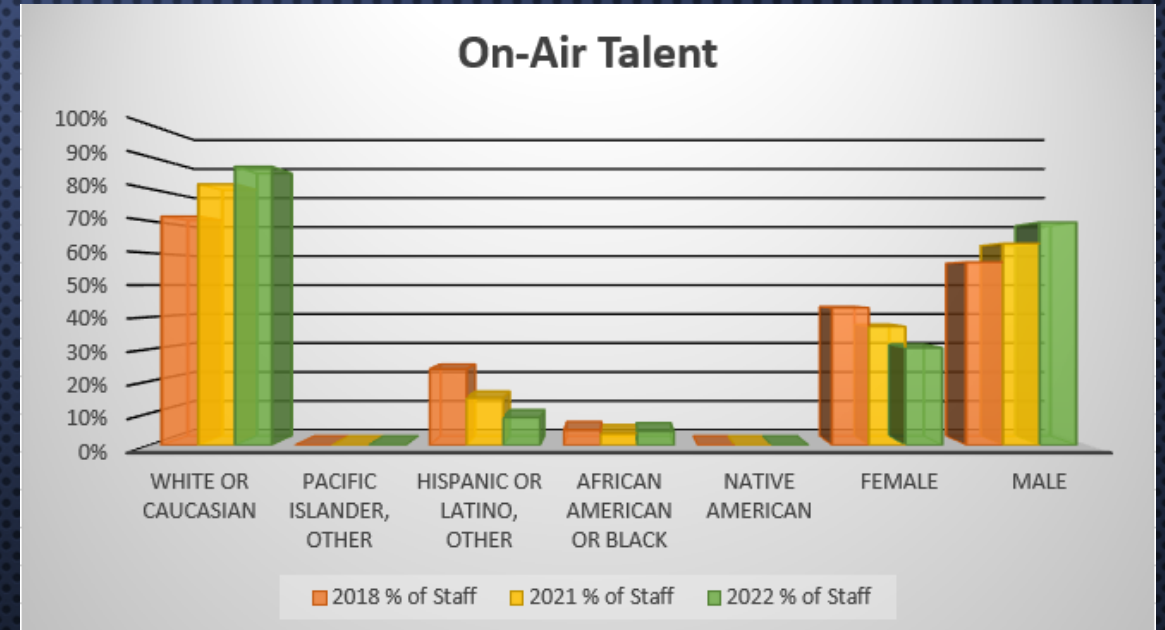
	2018		2021		2022	
	# of CAB	% of CAB	# of CAB	% of CAB	# of CAB	% of CAB
White or Caucasian	25	83%	20	80%	21	70%
Pacific Islander, Other	0	0%	0	0%	1	3%
Hispanic or Latino, Other	4	13%	2	8%	4	13%
African American or Black	0	0%	2	8%	2	7%
Native American	1	3%	1	4%	2	7%
Female	16	53%	13	52%	13	43%
Male	14	47%	12	48%	17	57%
Total Staff	30		25		30	



- Increased diversity in CAB members

# ON-AIR TALENT

	2018		2021		2022	
	# of Staff	% of Staff	# of Staff	% of Staff	# of Staff	% of Staff
White or Caucasian	15	71%	22	81%	20	87%
Pacific Islander, Other	0	0%	0	0%	0	0%
Hispanic or Latino, Other	5	24%	4	15%	2	9%
African American or Black	1	5%	1	4%	1	4%
Native American	0	0%	0	0%	0	0%
Female	9	43%	10	37%	7	30%
Male	12	57%	17	63%	16	70%
Total Staff	21		27		23	



- Vacant positions have impacted diversity, we continue to strive to bring diverse voices to our on-air talent.



# CHALLENGES & SUCCESSES

- The Great Resignation has impacted AZPM
- Diversity for On-Air Talent
- COVID
  - Hiring Freeze (FY20/21)
  - Broader competition for companies recruiting employees who want to be on permanent or on long-term remote-work agreements

- Shifting recruitment strategies to interview and on-board new employees virtually.
- Increased participation in virtual job fairs; Brazen, AZ Daily Star and Handshake
- Efforts to increase diversity all staff
- Efforts to close gaps between genders
- Continue to provide training opportunities to search committee members to be aware of bias opinions and how to provide opportunities to a wider range of candidates.

# RECRUITMENT RESOURCES



ARIZONA  
PUBLIC MEDIA®



HigherEdJobs®

Jobing.com

indeed®

brazen

CAREERBUILDER®  
We're Building For You®

LinkedIn

NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS  
**NAHJ**  
ASOCIACIÓN NACIONAL DE PERIODISTAS HISPANOS

cpb Corporation  
for Public  
Broadcasting

NEWS FOR PEOPLE IN PUBLIC MEDIA  
**Current**

THE UNIVERSITY  
OF ARIZONA®

NATIONAL  
ASSOCIATION OF  
BLACK JOURNALISTS  
WWW.NABJ.ORG **NABJ**

Arizona  
Daily Star  
Tucson.com

Diversity  
A World of Change



PROJECT INSIGHT®

JournalismJobs.com

ALLIANCE FOR  
WOMEN IN MEDIA

Poynter.

THE ARIZONA  
REPUBLIC  
azcentral.com

arizonadiversity.com  
Live here. Work here.™