



Annual Diversity Report

Sep-17

Goals	Metric	Target	Actual	Performance	Comments	Lead
	Board of Directors (BOD) recruited to fill capacity.	16	11	69%		BD Chair
	BOD women represent 60%.	6	5	83%		BD Chair
	BOD ethnic diversity represents 50%.	5.5	6	109%		BD Chair
	Community Advisory Board (CAB) members recruited to fill capacity.	17	12	71%		CAB Chair
	CAB women represent 60%	9	7	78%		CAB Chair
	CAB ethnic diversity represents 50%.	7	4	57%		CEO
	Leadership Team women represent 60%.	2.4	2	83%		CEO
	LeadershipTeam ethnic diversity represents 50%.	2	1	50%		CEO
	Maintain staff ethnic diversity represents 30% or more.	7.8	11	141%		CEO
	Women on staff represent 60%.	15.6	16	103%		CEO
	Develop process to record and track volunteer profile.	TBD	TBD	TBD	Lack of staff capacity at this time.	CEO
Diverse Leadership in Content Strategies	Content Review Team women represent 60%.	1.2	1	83%		CEO
	Content Review Team ethnic diversity represents 50%.	1	0	0%		CEO
	Every local production meets diversity standard.	TBD	TBD	TBD	TBD	CEO
	Production Team women represent 60%.	1.8	2	111%		SVP Content & Dev.
	Production Team ethnic diversity represents 50%.	1.5	0	0%		SVP Content & Dev.
Promotion of Diversity	Maintain Latino audiences watching ValleyPBS at 30%.	30%	not available			CEO
	Establish three promotional trades with media where English is not the primary language.	3	0	0%		SVP Content & Dev.
	Establish two reciprocal partnerships with Hispanic and/or other ethnic non-profit organizations.	2	2	100%	Arte Americas and Fresno Metro Black Chamber of Commerce	SVP Content & Dev.
	Present to two diverse service groups.	2	5	250%	Production Career and ByYou presentations	SVP Content & Dev.
	Station events will have at least four activities for families where English is not the primary language.	4	7	175%	Family Circle distributed reading material books in Spanish. Spanish translation available at 75% of Family Circle Events.	SVP Content & Dev.
	Conduct at least 50% of Ready to Learn Workshops in a language other than English.	177	318	180%	Total Workshops completed is 354. Offered in English, Spanish, Punjabi and Hmong.	CFO
	Grow Latino base of supporters by 5% based on surname analysis.	450	N/A		Not performed in FY 16/17	SVP Content & Dev.
Total Progress						CEO