

ACTION PLAN FACT SHEET

ACTIONS	STARTED	IN PROGRESS	ON-GOING	COMPLETE
Staff Diversity				
Expand HBCU partnerships		⊙		
Expand internships prioritizing long-term, full-benefit internships	⊙			
Streamline and improve cultural awareness in hiring process	⊙			
Seek diversity grants; improve relationships to support diverse recruitment		⊙		
Increase range of content relevant and beneficial for Black audiences	⊙			
Develop more inclusive web and social media messaging		⊙		
Conduct continuing workplace culture surveys		⊙		
Hire a Diversity Officer			⊙	
Partnerships				
Investigate news content partnerships with media organizations with Black leadership and audiences	⊙			
Improve diversity of WUNC Music collaborations	⊙			
Anti-Racism				
Build anti-racism reading library				⊙
Facilitate regular conversation among staff around racism		⊙		
Establish staff caucuses	⊙			
Offer anti-racist staff training		⊙		
Include anti-racism work in paid time and evaluations	⊙			
Implement anti-racism training for managers	⊙			
Improve review system for all staff	⊙			
Community				
Plan town hall style conversations in the community to discuss race, equity, and action	⊙			
Partner with community groups to expand reach of events outside WUNC's listener base	⊙			
Contribute to equity-centered community events	⊙			
BIPOC Businesses				
Increase and improve partnerships with BIPOC businesses and contractors		⊙		
Systemic Racism				
Develop authentic statements affirming the value of the lives of Black and Brown people				⊙
Establish permanent diversity committee				⊙
Foster conversations around objectivity in journalism in relation to structural racism	⊙			
Develop diversity metrics system	⊙			
Revise internal policies based on anti-racist principles	⊙			
Conduct and share staff survey			⊙	