



**Welcome
NFCB
Station
Participants!**

THE **EQUITY**
PROJECT[®]

EQUITY. REDEFINED. ACTUALIZED.

Welcome!

Rename yourself - Click on your “face box” and choose “rename”

- a) Add your first name (if it is not already there)
- b) Add your station & location



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Diversifying Your Stations

National Federation of Community Broadcasters
DEIB Module 2023

Session No. 3 – September 13, 2023
Presented by: Ariana Flores

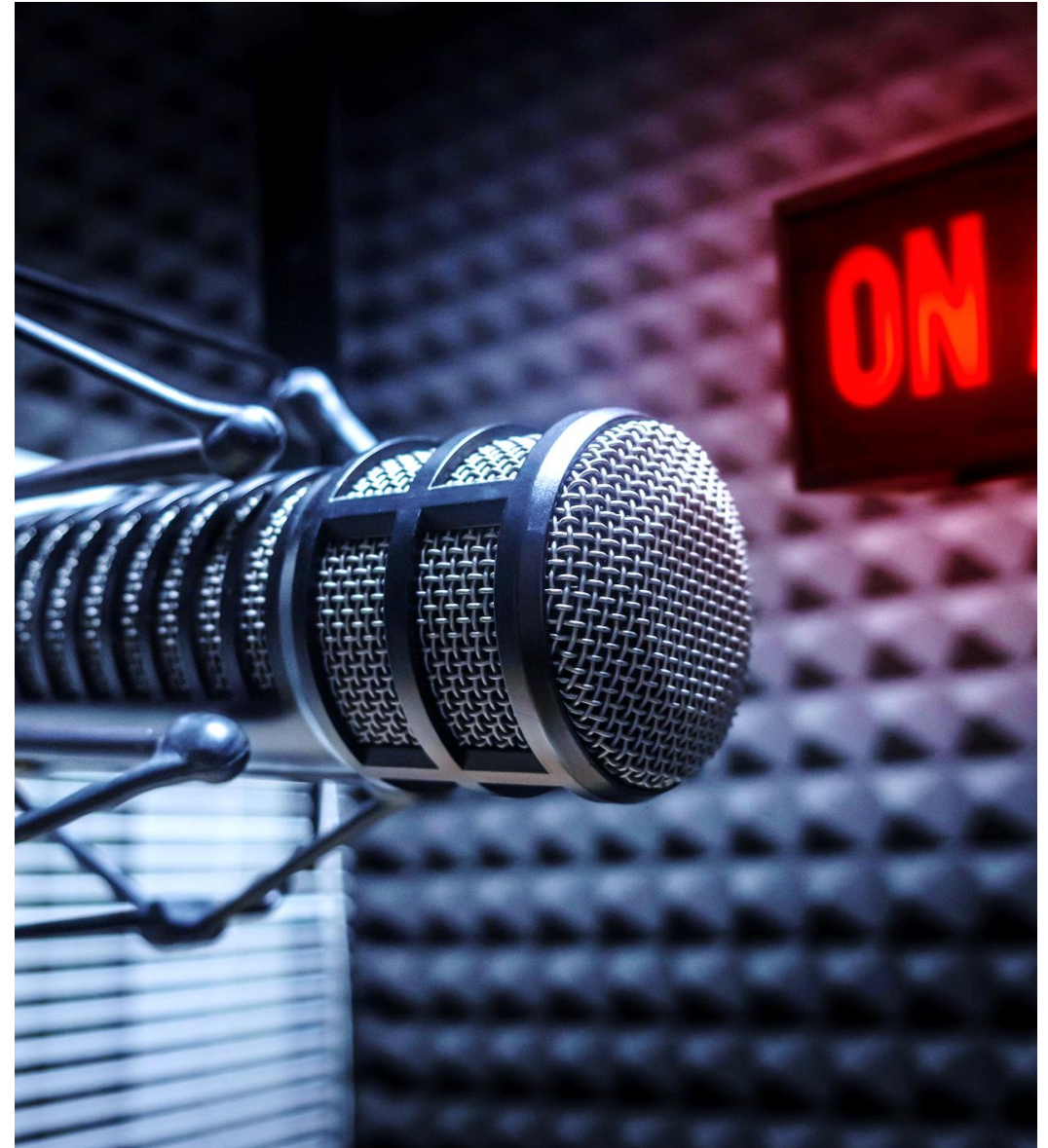


Looking Ahead

- 01. Welcome
- 02. Community Agreements
- 03. Review previous session
- 04. Spotlight: Diversity & inclusion
- 05. Brainstorming session
- 06. Lingering questions
- 07. Closing

Community Agreements

- 01. Fill the space with grace
- 02. Practice empathy, self-awareness and self-reflection
- 03. Allow openness with yourself and colleagues
- 04. Step up, step back
- 05. Trust & fill in your facilitator
- 06. Take care of yourself
- 07. Participate!



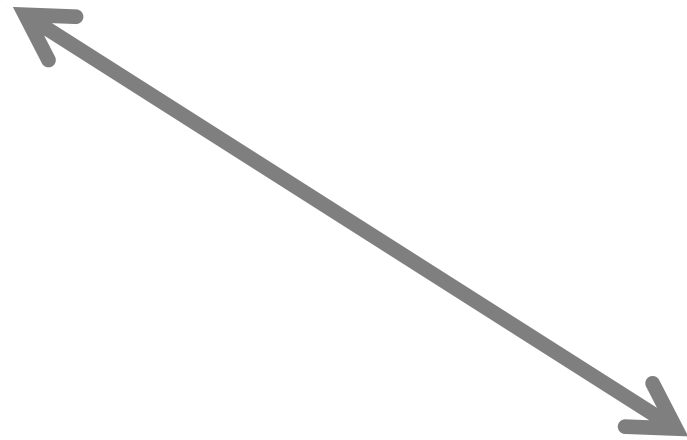
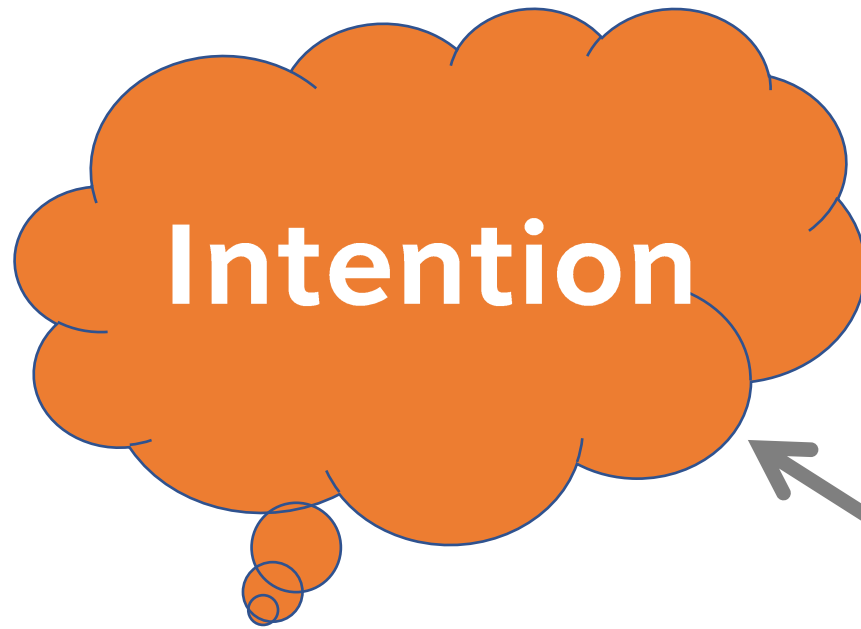
Review previous session

What is Bias?

Biases are processes that build up over a lifetime. They can be useful, as well as harmful.

Conscious (explicit) biases are intentional prejudices formed about other people and groups.

Unconscious (implicit) biases are stereotypes formed outside of awareness or intention that affect our understanding, actions and decisions.



Impact



Intention
vs.
Impact

Bias isn't just found
in hearts and minds...

It appears in **systems**
and **institutions**, too.

Spotlight: Diversity & Inclusion

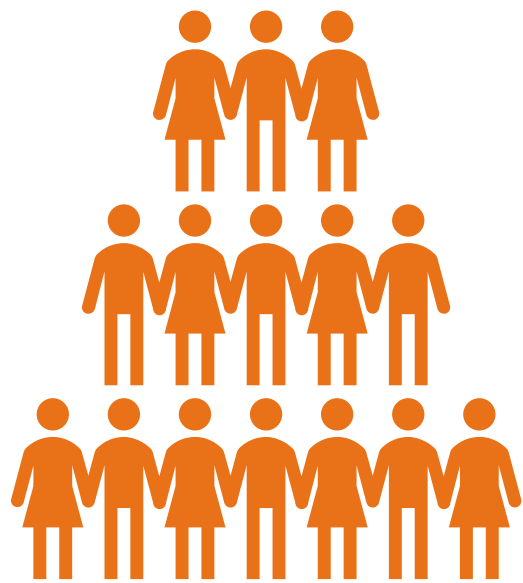
Bias & decision-making

Choice Points

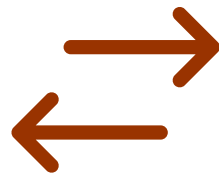
Areas of discretion or influence in our everyday work

Influence of bias, positionality on choice points -

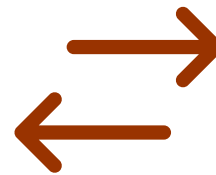
- Personnel matters
- Programmatic decisions
- Risk tolerance
- Governance matters



People



Institutions



Systems

Diversity

Takes into consideration the myriad aspects of a person's identity and experiences.

Inclusion

Recognition of the skills, abilities, and perspectives that every person offers, and utilizing them to enrich a team, enhance a process, or optimize a situation.



“Diversity is good. Pass it down.”

Diversity in radio

People: Assess the make up of your station. What identities are represented in your DJs, volunteers, management, board, and donors? Which communities are not adequately represented?

Programming: Offer a variety of program types, and also different versions of each type.

- **Talk** – features, current events, commentary
- **Music** – blues, jazz, classical, hiphop, bluegrass, classic rock, etc.
- **Public service** – broadcasting city council & school board meetings, providing voter education

Practicing inclusion

Creating inclusion requires **intentional action**.

Consider how to practice inclusion...

at the **individual** level;

at an **institutional/organizational** level;

at a **community** level



Inclusion in radio

People: Offer representation of various community listeners on air;

Programming: Feature stories, events, and topics that are of particular interest to groups in your listening area who have not historically been covered.

- **Talk** – features, current events, commentary
- **Music** –
- **Public service** – highlight how local measures might affect communities of color, tribal members, gender expansive people, low-income families, etc.

Reflection & Discussion

Identify an aspect of your station over which you have control.
What proactive steps can you take to make that facet of your station more inclusive?

Consider how a more inclusive process can make a positive impact on:

your listeners;

on potential listeners;

on volunteers, staff, and board.

Brainstorming session

Homework

Choose 3-5 ideas from the group about how to bring the idea into fruition at your station. Consider who can help you, what resources you might need to make them happen, and how much time they will take to realize.

Also think about some concurrent inclusion steps you can take to ensure your diversity actions are supported internally.

Lingering questions



Thank You!

Ariana Flores, Equity Architect
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Individual Reflection

Identify 1-2 *internal* decisions and their accompanying processes.

Identify 1-2 *external* decisions and their accompanying processes.

Small group discussion

Consider how some of your biases may be impacting your decisions and how you can interrogate your decision-making processes.

- Should additional stakeholders be invited into the process?
- Do you need more information? How will you get it?
- If you change the process, would certain decisions turn out differently? Why or why not?

Share Out

Takeaways

1. Understanding your own power can illuminate the ways that your actions impact other people and their circumstances.
2. By identifying your choice points, you can better understand the ways in which your decisions are being made, and if necessary, change those processes to get a more equitable outcome.
3. Knowing how bias and power operate within institutions and systems can help you interrupt forms of inequity and prevent taking actions that will perpetuate harm.

Lingering questions



Thank You!

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