



THE CITY OF NEW YORK
MAYOR'S OFFICE OF MEDIA & ENTERTAINMENT

NYC Media Diversity Statement

Last Reviewed December 2021

NYC Media is the division of the NYC Mayor's Office of Media and Entertainment (MOME) that operates WNYE-TV and WNYE-FM in New York City.

Mission:

The Mayor's Office of Media and Entertainment works to strengthen New York City's world-class creative economy and make it accessible to all.

Diversity Goal:

In connection with NYC Media, MOME strives to:

- attract, develop, and retain a workforce that reflects the diversity of New York City;
- provide equal opportunity in employment for all qualified individuals; and
- provide a range of educational and non-commercial programming as well as community events that connects to the diverse community that we serve and addresses the needs of underserved audiences.

Diversity Statement:

- Elements of diversity important to NYC Media's public media work:

NYC Media's television and radio programs reflect diversity through its content, talent, information, and ideas; see our [Issues and Programs Reports](#) for more information. Our public service



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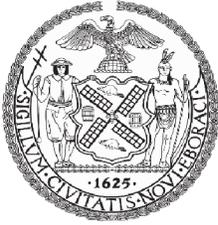
announcements (about topics such as COVID-19 and government services) are informative, beneficial, and provide educational value.

MOME recognizes that NYC Media's diverse staff contributes greatly to the richness of our work environment and our success in providing services to our community, and NYC Media is committed to serving as a model for diversity and inclusion.

MOME is an equal opportunity employer and we are required to comply with federal, state, and city anti-employment-discrimination laws, the [New York City Equal Employment Opportunity Policy](#), and the [Corporation for Public Broadcasting Diversity, Equity and Inclusion Policy](#). MOME prohibits discriminatory employment actions against, and treatment of, employees and applicants for employment based on actual or perceived race, color, national origin, immigration or citizenship status, religion or creed, gender, gender identity or gender expression (including a person's actual or perceived gender-related self-image, appearance, behavior, expression, or other gender-related characteristic, regardless of the sex assigned to that person at birth), pregnancy and lactation accommodations, disability, age (18 and over), status as a veteran or active military service member, caregiver status, marital status, partnership status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, unemployment status, credit history, salary history, sexual and reproductive health decisions, arrest or conviction record, and pre-employment marijuana testing.

- Extent to which MOME's governance and staff reflects diversity:

MOME: In the year 2020, MOME had 84 employees, which includes employees who are dedicated to NYC Media operations, administrative staff who spend a portion of their time on NYC Media



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operations, and other staff who are not involved in NYC Media operations. The demographic makeup of MOME is as follows:

- 40.4% (34) identify as female
- 59.6% (50) identify as male
- 10.7% (9) identify as Asian-American
- 13.1% (11) identify as Black
- 17.9% (15) identify as Hispanic
- 44.1% (37) identify as white
- 4.8% (4) identify as two or more races
- 9.5% (8) have not declared their race(s)

NYC Media: As of December 20, 2021, there were 44 employees dedicated to NYC Media's operations within MOME. NYC Media's two highest ranking employees, the MOME Commissioner and Interim General Manager of NYC Media, identify as female and people of color. The demographic makeup of NYC Media is as follows:

- 22.7% (10) identify as female
 - 76.3% (34) identify as male
 - 13.6% (6) identify as Asian-American
 - 13.6% (6) identify as Black
 - 22.7% (10) identify as Hispanic
 - 40.1% (18) identify as white
 - 2.3% (1) identify as two or more races
 - 6.8% (3) have not declared their race(s)
- The progress NYC Media has made to increase its diversity in the last two to three years:

Due to the financial impact of the pandemic, MOME has been able to hire few new employees since 2020. We have been able to retain most of our highly diverse staff during the pandemic. Therefore, the percentage of staff who identify as women and people of color has



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stayed almost the same.

MOME is governed solely by a Commissioner who is appointed by the Mayor. MOME's current Commissioner identifies as an Asian-American woman.

- MOME's diversity plans for the coming year:

On an annual basis, all MOME employees are required to participate in training about the importance of inclusion, diversity, and non-discrimination in the workplace. This training provides a concrete understanding of the conflicts and challenges that may be faced in work environments and methods for resolving them and encourages equality, respect and fairness.

We provide and/or participate in several community events, internship programs, job training programs, and job fairs to help cultivate a more diverse workforce. NYC Media takes deliberate efforts to recruit and employ members of different minority groups, women and disabled individuals for available positions. To learn more about these efforts, you can view our recent [EEO Public File Report](#).

Annually, we will continue to evaluate our activities and explore other ways to improve our efforts for achieving diversity.