

## Job Category by Race and Ethnicity

| <b>Officials</b>      | <b>2016</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| African American      | 6.8%         | 7.2%         | 7.6%         | 8.2%         | 8.0%         |
| Hispanic              | 6.1%         | 6.0%         | 5.9%         | 5.6%         | 6.4%         |
| Native American       | 1.5%         | 1.7%         | 1.4%         | 1.7%         | 1.9%         |
| Asian Pacific         | 2.8%         | 3.4%         | 3.4%         | 2.8%         | 2.9%         |
| White                 | 82.9%        | 81.7%        | 81.7%        | 81.7%        | 78.6%        |
| 2 or More Races       |              |              |              |              | 2.0%         |
| <b>Total Minority</b> | <b>17.1%</b> | <b>18.3%</b> | <b>18.3%</b> | <b>18.3%</b> | <b>21.4%</b> |

| <b>Managers</b>       | <b>2016</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| African American      | 7.6%         | 7.6%         | 7.4%         | 7.9%         | 8.1%         |
| Hispanic              | 4.8%         | 5.2%         | 5.3%         | 5.0%         | 5.4%         |
| Native American       | 1.7%         | 1.6%         | 1.6%         | 1.4%         | 1.2%         |
| Asian Pacific         | 3.9%         | 3.9%         | 4.0%         | 3.6%         | 3.8%         |
| White                 | 82.0%        | 81.7%        | 81.7%        | 82.1%        | 79.3%        |
| 2 or More Races       |              |              |              |              | 2.0%         |
| <b>Total Minority</b> | <b>18.0%</b> | <b>18.3%</b> | <b>18.3%</b> | <b>17.9%</b> | <b>20.7%</b> |

| <b>Professionals</b>  | <b>2016</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| African American      | 9.0%         | 9.1%         | 9.1%         | 9.8%         | 9.5%         |
| Hispanic              | 5.2%         | 6.0%         | 6.6%         | 7.1%         | 7.0%         |
| Native American       | 0.9%         | 1.1%         | 1.1%         | 0.9%         | 1.3%         |
| Asian Pacific         | 4.3%         | 4.2%         | 4.4%         | 4.8%         | 4.7%         |
| White                 | 80.6%        | 79.5%        | 78.8%        | 77.4%        | 75.4%        |
| 2 or More Races       |              |              |              |              | 2.0%         |
| <b>Total Minority</b> | <b>19.4%</b> | <b>20.5%</b> | <b>21.2%</b> | <b>22.6%</b> | <b>24.6%</b> |

| <b>Technicians</b>    | <b>2016</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| African American      | 9.1%         | 9.6%         | 9.9%         | 10.2%        | 10.2%        |
| Hispanic              | 9.2%         | 9.2%         | 8.2%         | 7.8%         | 7.9%         |
| Native American       | 1.5%         | 1.3%         | 1.3%         | 1.3%         | 1.0%         |
| Asian Pacific         | 3.8%         | 3.8%         | 4.1%         | 3.9%         | 3.8%         |
| White                 | 76.4%        | 76.2%        | 76.5%        | 76.8%        | 74.8%        |
| 2 or More Races       |              |              |              |              | 2.0%         |
| <b>Total Minority</b> | <b>23.6%</b> | <b>23.8%</b> | <b>23.5%</b> | <b>23.2%</b> | <b>25.2%</b> |

| <b>All Other</b>      | <b>2016</b>  | <b>2017</b>  | <b>2018</b>  | <b>2019</b>  | <b>2020</b>  |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| African American      | 12.5%        | 12.9%        | 13.2%        | 12.3%        | 11.5%        |
| Hispanic              | 8.7%         | 8.7%         | 8.0%         | 8.8%         | 8.9%         |
| Native American       | 2.6%         | 2.4%         | 2.6%         | 2.8%         | 2.2%         |
| Asian Pacific         | 3.5%         | 4.1%         | 4.3%         | 4.8%         | 4.5%         |
| White                 | 72.7%        | 71.9%        | 71.9%        | 71.3%        | 70.7%        |
| 2 or More Races       |              |              |              |              | 2.0%         |
| <b>Total Minority</b> | <b>27.3%</b> | <b>28.1%</b> | <b>28.1%</b> | <b>28.7%</b> | <b>29.3%</b> |

Over the last five years there has been incremental growth across all public media job categories in terms of race and ethnicity. Finding ways to promote change in the public media system and make public media more accessible on many levels to a diverse group of Americans is a high priority.