

**CPB AFFIRMATIVE ACTION –
FY 2006 PERFORMANCE REPORT and FY 2007 PLAN**

EXECUTIVE SUMMARY

Background: On September 26, 2005, the CPB Board of Directors adopted the Corporation's Affirmative Action Plan for FY 2006. In accordance with the Plan, CPB maintained and encouraged equal employment opportunity for all persons in the recruiting process; encouraged equal opportunity for promotion for all employees; continued offering skills development opportunities to CPB employees; developed managers to better lead and develop staff; and fostered diversity in the workplace, both within CPB and public broadcasting.

The full FY 2006 Performance Report and FY 2007 Plan follow. Consistent with prior year reports, in order to describe a full year of previous activity and plan for the next, both the Report and Plan cover a period beginning August 1 and ending July 31 (rather than the fiscal year).

Overall Performance in FY 2006: Between August 1, 2005 and July 31, 2006, 28 new employees were hired, and 25 employees left CPB. As indicated in the table below, these actions and events increased the percentage of minorities, but decreased the percentage of women employed by CPB. Nonetheless, the minority and gender profile of the CPB workforce closely parallels the latest available U.S. Census Bureau profile for all employees in the Washington/Baltimore metropolitan area (Washington-Baltimore DC-MD-VA-WV).

	Corporation for Public Broadcasting				2000 U.S. Census (Wash.-Balt.)
	August 1, 2005		July 31, 2006		
Total Staff	94	100%	97	100%	100%
Non-Minority	65	69%	64	66%	68%
Minorities	29	31%	33	34%	32%
Males	39	41%	44	45%	44%
Females	55	59%	53	55%	56%

The Census Bureau also reports female and minority representation across numerous job categories, three of which comprise CPB's staff: Officials and Managers, Professional, and Support. Below are CPB's levels of representation (as of July 31, 2006), compared to the Washington/Baltimore workforce overall. CPB's levels are comparable to or exceed regional levels.

	Female		Minority	
	CPB	U.S. Census (Wash.-Balt.)	CPB	U.S. Census (Wash.-Balt.)
Officials and Managers	49%	44%	23%	26%
Professional	51%	51%	34%	29%
Support	85%	74%	69%	41%

Other FY 2006 Highlights: There was improvement in the Officials and Managers category this year, with female representation increasing from 18 to 21 positions, and minority representation moving from 8 to 10 positions. 11 promotions and position transfers occurred during the reporting period, 63% of which involved females and 27% minorities.

FY 2007 Affirmative Action Objectives:

1. Maintain or increase overall minority and female representation within the CPB workforce through an external recruitment process designed to attract minority and female applicants.
2. Maintain or increase minority and female representation within the Officials and Managers category, through external recruitment processes, internal promotions and other retention strategies.
3. As part of a comprehensive internal training program, develop and implement an EEO Policies and Procedures module for managers, and a Diversity/Sexual Harassment Awareness module for all staff members.
4. Increase the participation of minorities and females involved in public broadcasting by supporting professional and leadership development for diverse students, producers or station staff.

The proposed FY 2007 Plan supports CPB's overall goal of diversity, signals our enduring commitment to equal employment opportunities for minorities, females and persons with disabilities, and promises specific levels of achievement in this critical endeavor.

ACTION RECOMMENDED: That the CPB Board of Directors adopt the proposed Affirmative Action Plan for FY 2007.