

A Message to our Donors on Sexual Harassment

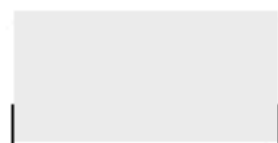
We are at a watershed moment regarding sexual harassment.

Media coverage, social media conversations, and the resulting #metoo movement have cast an unprecedented spotlight on widespread sexual harassment and abusive power dynamics in the workplace. Emboldened by others, women (and sometimes men) are revealing their experiences as victims of sexual assault, harassment, and discrimination. High-profile men across industries, including public media, are being named, questioned, and/or fired. As a result, we at WAMU are reviewing our norms and protocols to ensure a healthy work environment and are working with our parent organization, American University, to implement the following actions:

- Require all WAMU staff attend **sexual harassment and unconscious bias** training sessions. In these interactive sessions, staff are made aware of behaviors that constitute sexual harassment or discrimination, how to address and report inappropriate behavior; and resources available to those who experience or witness these behaviors.
- Conduct **small-group sessions led by WAMU leadership and AU human resources** to facilitate further conversations, including soliciting feedback on how we can better support staff.
- Invite **third-party support and analysis**, including sessions led by a clinical therapist to help staff care for themselves and individual interviews with staff to help gauge the health of our environment.
- Create a task force of internal and external experts to clarify **newsroom procedures for reporting on ourselves and AU**. Navigating this type of coverage is not easy, but we understand it is our responsibility to cover the news, even when it is about us or AU, with impartiality.
- **Foster a “learning culture”** by including in all individual’s goals attending diversity and inclusion training, and maintaining ongoing and open dialogue between management and staff.
- Conduct an **anonymous “climate survey”** early next year to provide another opportunity for staff to share their views about the environment at WAMU and AU.

Accountability and authenticity are among WAMU’s core values. We want to be transparent, and create a culture that promotes integrity and respect for all. We owe that to ourselves as journalists seeking truth and to you, our Leadership Circle members, who rely on our service and support. We thank you for championing our work and for the confidence you display in us through your gifts. I and my colleagues at WAMU take seriously our responsibility to you and to all who enable us to fulfill our mission to connect Washingtonians with each other and the world.

Sincerely,



JJ Yore
General Manager