

 **UR HOUR**

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**A Gathering for BIPOC  
in Public Media**

# This space is for **us**.

***This space is for people who identify as People of the Global Majority, BIPOC, biracial or multiracial.***

If you identify as white or caucasian, you may be compromising the sense of safety this town hall provides; we kindly ask that you exit this space now.



# Today's Special Guest

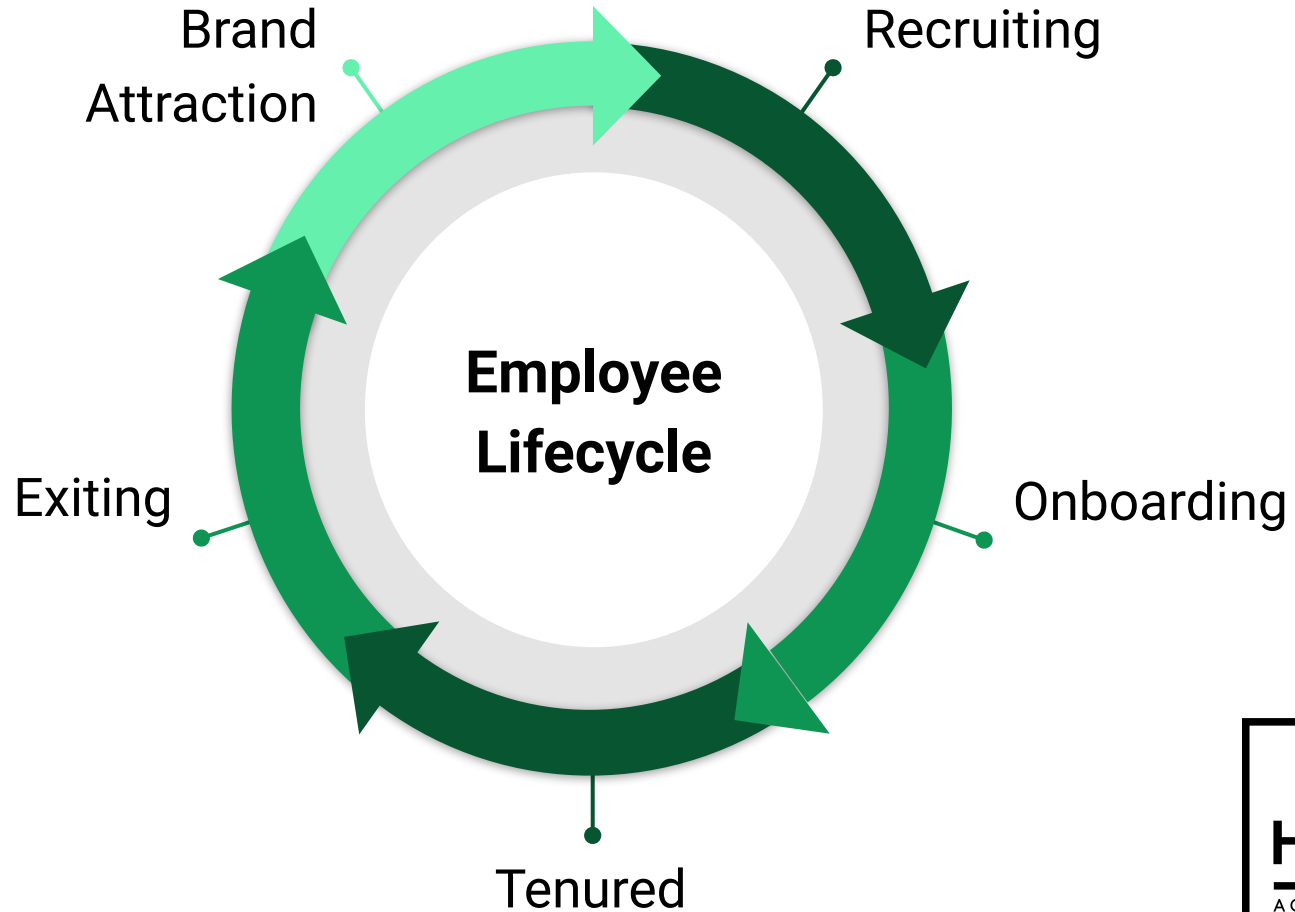
**Cierra Gross** (she/her)  
Founder & CEO



[www.CagedBirdHR.com](http://www.CagedBirdHR.com)



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**Scenario:** An experienced professional has been with an organization for about 3 years. In their role, they created efficiencies and improved the way the entire team worked and collaborated with other departments. They were even encouraged to apply for an open position in the organization, which they did. They were not selected. Having never received a performance-based pay raise during their time there, they asked their supervisor to consider a modest raise and an updated job description that reflected the additional duties they had taken on since being hired. Their raise was denied. Then, a couple of months later, they were demoted (hours and responsibilities cut), without any explanation. They have not received official documentation of the changes, and when they asked their HR representative or upper management, they were ignored. To their knowledge, no one else has been demoted, and other people have been hired in the department since they arrived.

# **Caged Bird HR is offering the Our Hour Community 20% off a Caged Bird HR Monthly Membership!**

**You can speak with an independent HR professional 2x a month about:**

- Benefits
- Leave options
- Strategies to stay on payroll
- Support through an HR investigation
- Raising concerns
- Discrimination
- Harassment
- Hostile Work Environment
- Microaggressions
- Problematic Managers and more!



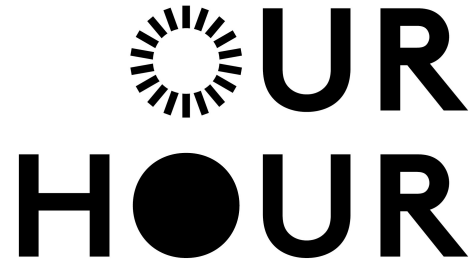
**For more info visit [cagedbirdhr.com/greaterpublic](https://cagedbirdhr.com/greaterpublic)**



**Thank You for  
Connecting Today!**

Please complete our  
feedback survey.

Contact Me:  
[sway@greaterpublic.org](mailto:sway@greaterpublic.org)



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## Resources from Today's Session:

Caged Bird HR: <https://www.cagedbirdhr.com>

Caged Bird HR 20% off Monthly Membership: <https://cagedbirdhr.com/greaterpublic>

Greater Public Diversity, Equity & Inclusion Perceptions Survey:

<https://www.getfeedback.com/r/qKDcyei3/3577def8-fcbf-45ed-b06b-8711cf717251>

Please Take the [Our Hour Feedback Survey](#)... your feedback and ideas matter!

