

 **UR HOUR**

**A Gathering for BIPOC
in Public Media**

This space is for **us**.

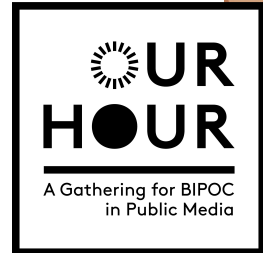
This space is for people who identify as BIPOC, biracial or multiracial.

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.

Our Hour is a Camera On Environment



We ask that attendees keep cameras on when entering and for the first few minutes of this town hall as well as while in the breakout rooms.



Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



Show love for up-and-coming BIPOC creators and businesses



Submit Your Proposals for PMDMC25!

Reimagine. Retool. Reignite Growth.



Key Topics:

- Revenue Generation
- Audience Development
- Organizational Health
- Community Connections

Proposals are due Friday, February 14th.

Need help crafting an idea, or interested in being on a panel?
Let's Talk! Connect with me at sway@greaterpublic.org



Front and Center – Understanding the Experiences of Men of Color Panelists

Combined 40+ years in Public Media



[Xavier Blake](#)

25+ years



[Carlos Morales](#)

10+ years



[Sergio Rapu](#)

6+ years
(24+ total in media)

Discussion Highlights:

Making Space / Centering Comfort of Others Over Our Own

- Men of color tend to make themselves easier to connect with, which can lead to cultural isolation and “swallowing the problem.”
- When you are not born in the U.S. and/or have an “unfamiliar” cultural background, we tend to find ways to fit in and make the environment more comfortable for others to engage with us.
- Start leaning into healthy tension – it pushes people forward and helps all of us learn and grow. Uncomfortable conversations (the ones that cause friction) can help get things moving at an organization. Start by building trust with your colleagues; it will help with developing honest conversations that can lead to growth and understanding.
- It is a delicate balance, because for men, those who create tension that is meant to help build understanding are labeled as “angry” or “uncooperative”. This dynamic leads to further isolation and avoiding difficult conversations.

Discussion Highlights:

Creating an Environment that Celebrates Men of Color in Leadership

- Reconsider what is important when filling roles; soft skills, community engagement and people skills are more important in leadership than having an advanced degree.
- Ensuring that there are support systems in place where new leaders can receive training, especially if they are one of a few or the only BIPOC in a leadership position.
- Knowing and sharing what the steps are to get into a leadership role. Demystify the process for those of us who are interested in career growth opportunities that lead to the C-Suite.
- Having mentors as well as being a mentor throughout your career should be valued. Find someone who validates your feelings and can help you navigate the landscape.
- The industry is already exclusive, but becomes more so when it is under stress. It's okay to call out the wrongs, tap out, and gain new perspectives.

Discussion Highlights:

How to Show Support for Men of Color in the Workplace

- Validation from colleagues and peers. Have their backs. “You made the right call.” “I know that must have been tough.” Moments of positive reinforcement help them feel supported and seen.
- Celebrate successes of all sizes. They all matter and celebrating each success helps develop a foundation of support and acknowledgement.

The Importance of Self-Care to Prevent Burnout

- There is no shame in stepping away for self preservation and setting a firm boundary with former colleagues.
- Sometimes burnout can be self-inflicted because we’re constantly trying to prove ourselves. If an new idea fails under our realm it could mean that someone else like me may not have the chance to try something new in the future. Lowering the “good-enough” line (can’t always be 100% and that is okay) can help prevent burnout.

Discussion Highlights:

The Importance of Self-Care to Prevent Burnout (continued)

- Journaling – find ways to get all of your emotions out on paper.
- Daily Meditation – helps quiet the mind.
- Saying “No” – It can be a complete sentence.
- Vulnerability – asking for help and leaning on team members when you need it the most helps prevent burnout.
- When we think about leaving or staying, the ability to question the decision should be applauded.
- Our life experience is valuable; actively sharing experiences with one another allows us to fill up one another.
- Find your brothers in this industry and stay connected!

Connect with our Speakers

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[Click here](#) to learn more about INPUT International Public TV Conference

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Interested in being a future speaker?

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