



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Rosa DeLauro
Chair
Committee on Appropriations
U.S. House of Representatives
H-307 Capitol Building
Washington, DC 20515

Dear Madam Chair:

On September 29, 2022, the Government Accountability Office (GAO) released a report entitled “Hispanic Workers Are Underrepresented in the Media, and More Data Are Needed for Enforcement Efforts.” The report examines: (1) the representation of Hispanics in the media industry over the last decade; (2) steps selected media companies publicly reported taking to increase workforce diversity; and (3) how key federal agencies have enforced federal Equal Employment Opportunity (EEO) requirements in the industry.

In the report, the GAO concludes that Hispanic workers are underrepresented in the media industry compared to their representation in the rest of the U.S. workforce. Given the important role the media plays in educating and entertaining the public, this report highlights an important issue for the Federal Communications Commission and other federal agencies. Diverse representation in the media industry matters, both in employment in the industry and in viewpoints presented, and the Commission needs accurate information about representation in order to effectively carry out our EEO obligations. Furthermore, gaps in data sharing between federal agencies may hinder EEO efforts. In addition, unions play an important role in helping some media workers obtain employment, and some unions are required to file reports on member demographics with the EEOC.

To produce the report, the GAO analyzed data from the Census Bureau and interviewed stakeholders, including organizations representing media workers and employers. The GAO also reviewed diversity reports published on the websites of large media companies. The GAO additionally interviewed federal officials and reviewed agency documents and enforcement data. The Federal Communications Commission was among the agencies that cooperated with the GAO for this study.

The report makes three recommendations for executive action: (1) the Chair of the Equal Employment Opportunity Commission (EEOC) should work with the FCC to develop a new memorandum of understanding that includes a plan for the EEOC to routinely share data with the FCC regarding discrimination charges filed against broadcasters and cable and satellite television

operators; (2) the Chair of the FCC should work with the EEOC to develop a new memorandum of understanding that includes a plan for the EEOC to routinely share data with the FCC regarding discrimination charges filed against broadcasters and cable and satellite television operators; and (3) the Chair of the EEOC should improve the EEOC's approach to routinely identify local unions required to file an EEO-3 report to help ensure that they file such reports on the demographics of union members.

I appreciate the recommendation for FCC action that the GAO provides in the Report. I agree that coordination between federal agencies is important and that this is especially true with regard to the issues raised in the GAO Report. In the Commission's August 25, 2022, response to the draft report, the FCC's Chief of the Media Bureau and Acting Chief of the Enforcement Bureau concurred that receiving relevant data from the EEOC would assist the Commission both in carrying out our EEO obligations and in the preparation of industry reports, and noted that the FCC has held initial discussions with the EEOC regarding the establishment of an agreement to cooperate. The current plan is to continue these discussions as we determine how to best implement the GAO recommendation.

I hope the above information helps. I would be happy to answer any further questions and provide you with updates in the future.

Sincerely,

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Jessica Rosenworcel

cc: The Honorable Tony Cardenas
The Honorable Joaquin Castro
The Honorable Jimmy Gomez
The Honorable Juan Vargas
The Honorable Nydia Velazquez



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Kay Granger
Ranking Member
Committee on Appropriations
U.S. House of Representatives
1036 Longworth House Office Building
Washington, DC 20515

Dear Ranking Member Granger:

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The Honorable Nydia Velazquez



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Patty Murray
Chair
Committee on Appropriations
United States Senate
S-128 Capitol Building
Washington, DC 20510

Dear Madam Chair:

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FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Susan Collins
Ranking Member
Committee on Appropriations
United States Senate
S-146A Capitol Building
Washington, DC 20510

Dear Ranking Member Collins:

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FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Maria Cantwell
Chair
Committee on Commerce, Science, and Transportation
United States Senate
428 Dirksen Senate Office Building
Washington, DC 20510

Dear Madam Chair:

On September 29, 2022, the Government Accountability Office (GAO) released a report entitled “Hispanic Workers Are Underrepresented in the Media, and More Data Are Needed for Enforcement Efforts.” The report examines: (1) the representation of Hispanics in the media industry over the last decade; (2) steps selected media companies publicly reported taking to increase workforce diversity; and (3) how key federal agencies have enforced federal Equal Employment Opportunity (EEO) requirements in the industry.

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FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Ted Cruz
Ranking Member
Committee on Commerce, Science, and Transportation
United States Senate
512 Hart Senate Office Building
Washington, DC 20510

Dear Ranking Member Cruz:

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FEDERAL COMMUNICATIONS COMMISSION
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OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Cathy McMorris Rodgers
Chair
Committee on Energy and Commerce
U.S. House of Representatives
2125 Rayburn House Office Building
Washington, DC 20515

Dear Madam Chair:

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The Honorable Nydia Velazquez



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Frank Pallone
Ranking Member
Committee on Energy and Commerce
U.S. House of Representatives
2322 Rayburn House Office Building
Washington, DC 20515

Dear Ranking Member Pallone:

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FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Gary Peters
Chairman
Committee on Homeland Security and Governmental Affairs
United States Senate
340 Dirksen Senate Office Building
Washington, DC 20510

Dear Chairman Peters:

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FEDERAL COMMUNICATIONS COMMISSION
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OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Rand Paul
Ranking Member
Committee on Homeland Security and Governmental Affairs
United States Senate
442 Hart Senate Office Building
Washington, DC 20510

Dear Ranking Member Paul:

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I appreciate the recommendation for FCC action that the GAO provides in the Report. I agree that coordination between federal agencies is important and that this is especially true with regard to the issues raised in the GAO Report. In the Commission's August 25, 2022, response to the draft report, the FCC's Chief of the Media Bureau and Acting Chief of the Enforcement Bureau concurred that receiving relevant data from the EEOC would assist the Commission both in carrying out our EEO obligations and in the preparation of industry reports, and noted that the FCC has held initial discussions with the EEOC regarding the establishment of an agreement to cooperate. The current plan is to continue these discussions as we determine how to best implement the GAO recommendation.

I hope the above information helps. I would be happy to answer any further questions and provide you with updates in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Jessica Rosenworcel", with a long horizontal flourish extending to the right.

Jessica Rosenworcel

cc: The Honorable Tony Cardenas
The Honorable Joaquin Castro
The Honorable Jimmy Gomez
The Honorable Juan Vargas
The Honorable Nydia Velazquez



FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable James R. Comer
Chairman
Committee on Oversight and Accountability
U.S. House of Representatives
2157 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Comer:

On September 29, 2022, the Government Accountability Office (GAO) released a report entitled “Hispanic Workers Are Underrepresented in the Media, and More Data Are Needed for Enforcement Efforts.” The report examines: (1) the representation of Hispanics in the media industry over the last decade; (2) steps selected media companies publicly reported taking to increase workforce diversity; and (3) how key federal agencies have enforced federal Equal Employment Opportunity (EEO) requirements in the industry.

In the report, the GAO concludes that Hispanic workers are underrepresented in the media industry compared to their representation in the rest of the U.S. workforce. Given the important role the media plays in educating and entertaining the public, this report highlights an important issue for the Federal Communications Commission and other federal agencies. Diverse representation in the media industry matters, both in employment in the industry and in viewpoints presented, and the Commission needs accurate information about representation in order to effectively carry out our EEO obligations. Furthermore, gaps in data sharing between federal agencies may hinder EEO efforts. In addition, unions play an important role in helping some media workers obtain employment, and some unions are required to file reports on member demographics with the EEOC.

To produce the report, the GAO analyzed data from the Census Bureau and interviewed stakeholders, including organizations representing media workers and employers. The GAO also reviewed diversity reports published on the websites of large media companies. The GAO additionally interviewed federal officials and reviewed agency documents and enforcement data. The Federal Communications Commission was among the agencies that cooperated with the GAO for this study.

The report makes three recommendations for executive action: (1) the Chair of the Equal Employment Opportunity Commission (EEOC) should work with the FCC to develop a new memorandum of understanding that includes a plan for the EEOC to routinely share data with the FCC regarding discrimination charges filed against broadcasters and cable and satellite television

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FEDERAL COMMUNICATIONS COMMISSION
WASHINGTON

OFFICE OF THE
CHAIRWOMAN

February 17, 2023

The Honorable Jamie Raskin
Ranking Member
Committee on Oversight and Accountability
U.S. House of Representatives
2471 Rayburn House Office Building
Washington, DC 20515

Dear Ranking Member Raskin:

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