

Diversity

Rhode Island PBS (RIPBS) is committed to treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals can realize their maximum potential within the workplace, regardless of their differences. We are committed to employing the *best* people to do the *best* job possible. We recognize the importance of reflecting the diversity of our viewers and communities in our workforce and boards. The diverse capabilities that reside within our talented workforce and boards position RIPBS to anticipate and fulfill the needs of our viewers, by providing high quality programs, content and services.

RIPBS strives to be diverse along many dimensions. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Diversity Goal:

RIPBS makes every reasonable effort to ensure that our workforce, board of directors and community advisory board are representative of the population from which it is drawn. Managers, supervisors and board members are responsible for ensuring equal opportunity and achieving progress towards a more representative workforce and board membership.

Recruitment:

RIPBS recruits people from Rhode Island, the region and the United States. We believe that our employees and board members from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex local and national communities. We have established outreach programs to identify talented individuals with under-represented backgrounds for recruitment. We provide internships for promising students representing diverse groups from educational institutions in Rhode Island and elsewhere with the potential to become high achieving professionals at RIPBS. We also provide for qualified diverse candidates to be considered for the elected governing board.

RIPBS has adopted and follows an Equal Employment Opportunity Program, approved by the FCC and utilized in all recruitment decisions. (A copy of that program is attached).

Diversity practices:

RIPBS will develop and implement a diversity training program for Management, appropriate staff and governing board members for training on an annual basis. Diversity training will encompass raising awareness about issues surrounding diversity and developing diversity management skills.