



Diversity & Inclusion 2014 Annual Report

October 31, 2013 – September 30, 2014

WVIA Public Media values the diverse perspectives of its employees. All people-----regardless of race, creed, color, national origin, culture, gender, sexual orientation, age, physical ability, religious beliefs, or preference for no religious affiliation-----are welcome employees at WVIA Public Media.

Our goal is to attract, develop and retain the best talent from a variety of experiences and backgrounds and to provide a culture of inclusion where all individuals feel respected, are treated fairly, and have the opportunity to excel in their careers.

To achieve this goal also requires all employees to do their part. Management must possess diversity and inclusion competencies to lead and manage an engaged workforce. All employees must treat their colleagues with respect by listening to different viewpoints, opinions, thoughts and ideas and embracing a culture of inclusion.

WVIA Public Media's commitment to diversity is reflected in its employment policies.

WVIA is an equal employment opportunity employer and does not discriminate on the bases of race, color, sex, religion, national origin, disability (mental and/or physical), age, genetic information, and prior EEO activity.

This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, recall, transfers, leave of absence, compensation, and training.

WVIA Public Media's diversity goal extends beyond its employees. We also have a goal of ensuring that our Board of Trustees and our Community Advisory Board are comprised of individuals from diverse backgrounds.

WVIA Public Media's Board of Trustees has 22 voting trustees, 27 percent of whom are women. Our Trustees are multi--generational, (ages spanning four decades) and represent a variety of professional and life experiences.

WVIA Public Media's Community Advisory Board has 16 members, 69 percent of who are women.

WVIA Public Media's diversity goal is reflected in our policies, practices and procedures, including but not limited to recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and terminations. Further, our work environment is built on the premise of diversity equity that encourages:

- Respectful communication and cooperation among all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs; and
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

In addition, employees are required to treat all colleagues with dignity and respect and to exhibit conduct that reflects inclusion during work, at on or off site work functions, and at all other company--sponsored events.

Initiatives undertaken by WVIA Public Media to satisfy the CPB Operations Requirements for Diversity of Staff and Board for reporting period October 1, 2013 through September 30, 2014

To meet CPB's diversity requirements, WVIA has implemented the following initiatives during this reporting period:

1. Review with the stations' governing board or licensee official those practices that are designed to meet the applicable FCC guidelines

The charter of the Personnel and Diversity Committee of the WVIA Public Media Board of Trustees states that the Committee is responsible for "reviewing the Corporation's diversity policies and encouraging true diversity at all levels of the Corporation." The Committee reviews WVIA Public Media's diversity policy, strategic initiatives and statistics on an annual basis.

WVIA Public Media operates under the Federal Communications Commission's (FCC's) Equal Employment Opportunity regulations which are incorporated into WVIA's search process for every position for which we recruit.

The Commission's EEO rules have three recruitment and outreach prongs:

- Each Station Employment Unit must widely recruit across its entire community for every full-time job vacancy;
- Each Station Employment Unit must distribute job notifications to community and recruitment organizations that have requested vacancy announcements; and
- Each Station Employment Unit must complete at least four supplemental recruitment initiatives in each two-year period.

To comply with the FCC's EEO rules, every open position at WVIA Public Media is distributed to state employment agencies such as Pennsylvania Career Link Services. Every open position is posted to/distributed by this service as well on the WVIA website.

2. Complete an annual report of the organization's hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility Policy and post the report on the station's website...and make it available for public inspection upon request within a reasonable amount of time.

This document serves as WVIA Public Media's annual report of the organization's hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility Policy. This report is posted on the WVIA website and will be made available for public inspection upon request.

In addition to the above, WVIA Public Media undertook the following initiatives during the reporting period to satisfy the CPB Operational Requirements for Diversity of Staff and Board:

1. Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education.

WVIA Public Media has a year round Internship Program to provide undergraduate and graduate students with training and experience related to their academic and/or career goals. The interns come from diverse backgrounds and have been placed in a variety of functional areas within WVIA Public Media.

This report is posted on the WVIA website and is available for Public Inspection