

## **WVIA Public Media Statement on Diversity**

**FY 2019**

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.

### **Goal**

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.

### **Workforce Statistics**

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 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 17 voting trustees, 35 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 12 members, 58 percent of who are women.

### **Progress Report**

WVIA has completed 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 included 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.

### **Future Plans**

#### **Oversight/Responsibility**

WVIA's leadership team will work with staff to establish a diversity goal that is reviewed and revised annually with the WVIA Board of Directors. The leadership team will be responsible for the implementation of these programs.

#### **Reporting**

This diversity statement will be posted to [wvia.org](http://wvia.org) on the Public Documents pages. All documentation related to WVIA's diversity plans will be maintained for a minimum of three years by the Chief Financial Officer.