

Diversity Annual Report
October 1, 2017 – September 30, 2018

Hiring Goals:

- WNIN Tri-State Public Media, Inc. is committed to building a workforce of various cultures, including individuals from diverse backgrounds that reflect the population we are dedicated to serving. We strive to increase representation of historically underrepresented diverse groups in the composition of our Board of Directors and Community Advisory Board, and station management and staff.
- It is our policy to provide equal opportunity in employment and each hiring manager is expected to support this commitment, hiring the most qualified individuals who support and embrace the mission of public broadcasting while serving our local community.

Hiring Guidelines:

- All hiring managers are expected to thoroughly understand WNIN's diversity policy and are expected to adhere to it at all times when filling open positions. Discrimination in any form is strictly prohibited and will result in disciplinary action.
- A minimum of 3 candidates must be interviewed for all open positions at least one of which should be a diverse candidate. Hiring managers are always expected to interview current employees that apply for open positions, considering them for a promotion to a new position when possible. References must be checked before a candidate is hired.
- All job openings must be posted for a minimum of 5 days including internally, before an offer may be made and a position filled, ensuring time for broad and inclusive outreach and the opportunity for all qualified candidates from a variety of sources to apply.
- WNIN sends out EEO Questionnaires to all applicants tracking our efforts and outreach. WNIN recruits through numerous sources including all colleges and universities in the state of Indiana, numerous colleges in Illinois and Western Kentucky, other public broadcasting stations in Indiana and Illinois, various community sources, several broadcast employment sources, WNIN's website, national public broadcasting resources, employment recruitment sources (Indeed), and newspaper ads when appropriate. Community sources include Vanderburgh County Human Relations Commission, local chapter of NAACP, several Urban Leagues, Community Action Program of Evansville, and the Indiana Department of Workforce Development office.
- Final candidates for all full-time positions are interviewed by several members of management to ensure the most qualified candidate is hired and that we adhere to these policies.

Employment Statistics:

- WNIN's workforce consists of 30 employees – 15 male, 15 female, 27 Caucasian, 1 African American, 2 Latino/Hispanic, 1 with a disability. We employ a variety of age groups – 7 under age 30, 6 age 30-40, 6 age 40-50, 7 age 50-60, and 4 over age 60. Several WNIN staff members employed during this period are members of the LGBT community.
- Positions filled included – 2 Caucasian females under age 30, 2 Asian females under age 30, 2 Caucasian females age 30-40, 1 Caucasian female age 40-50, 1 Caucasian male under age 30, 1 Hispanic male under age 30, 1 Caucasian male age 30-40, 3 Caucasian males age 40-50. 1 part-time employee was promoted to a full-time position, a Caucasian male; and 1 full-time employee, a Caucasian male, was also promoted to a more senior position.

Board Statistics:

- WNIN's Governing Board consists of 26 active members – 11 female, 15 male, 23 Caucasian, 2 African American, 1 Hispanic/Latino, 1 is a member of a religious community (religious sister). A variety of age groups are represented on our Board – 9 Board members are in their 30's or younger, 17 are in their 40's and older. WNIN's Board members come from a variety of backgrounds and bring much diverse strength to the organization.

Actions Taken to Satisfy the Diversity Eligibility Policy:

- Copies of WNIN's Diversity Policy are prominently posted throughout the WNIN workplace.
- Over the past year WNIN has hired a number student interns through the formal internship programs at the colleges and universities the students attend; at least 75% of which were female and including several members of minority ethnicities (African American, Asian, Hispanic/Latino). We participate in job fairs at all local colleges and universities recruiting interns, have greatly expanded the program over the past 8-10 years, and hired 2 former interns to fill paid employment openings this past year, 1 Caucasian female, and 1 Caucasian male.

WNIN's Diversity Progress and Plans

- Over the past 2-3 years WNIN has increased its diversity in a variety of ways – our staff remains close to a 50/50 ratio male to female, our employees are a wider variety of age groups, and staff and student interns have become representative of more diverse backgrounds and ethnicities. The composition of our Board and staff embraces and reflects many differences in a variety of areas including age, ethnicity, family/marital status, language, national origin, sexual orientation, socio-economic status, veteran status, and other characteristics that make everyone unique.
- WNIN launched a locally produced podcast series in 2017 funded by a national grant, “¿Que Pasa Midwest?” The podcast is a bilingual podcast that creates a sense of community for Midwestern Latinx who are missing an essential piece of their cultural identity. Produced by 2 of our younger staff members, an African American female and a Latinx female, the highly successful podcast is now in its second season.
- Over the coming year WNIN plans to continue our diversity efforts to include members of a variety of diverse groups in our hiring/employment efforts, staff, Board of Directors, student interns, and locally produced media content. We also plan to conduct diversity training for our staff in the next year, since we have a number of newer staff.