



**Virgin Islands Public Broadcasting System
(WTJX-TV Channel 12 and WTJX-FM 93.1)**

Diversity Statement

The Virgin Islands Public Broadcasting System, WTJX-TV Channel 12 and WTJX-FM 93.1, its Board of Directors, management, and staff understand that a diverse workforce contributes greatly to our success in providing services for our community. The Virgin Islands is the melting pot of the Caribbean and our goal is to keep diversity and inclusion at the heart of what we do. That is why we continue to aim to attract a workforce and reflect on-air, the diverse community we serve. We believe a diverse environment allows everyone to reach his/her full potential.

WTJX is an equal opportunity employer and we provide equal opportunity in employment for all qualified persons. We strive to recruit qualified candidates, and hire and promote individuals from an array of different cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reflect the diverse needs and interests of the System.

WTJX prohibits discrimination on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.

Although the impact of COVID-19 affected the way we work, WTJX was able to create more programs that cater to the changing times. We created shows that showcased educators in our community that introduced lessons. We continued to foster programming and educational engagement that promoted awareness about diversity issues in our community. We included diversity in our local on-air programming by including panelists from diverse backgrounds and groups that promoted diversity based on their different experiences and perspectives. We also conducted training for staff and managers about the importance of inclusion, diversity, and non-discrimination in the workplace.

WTJX will continue to explore new opportunities for achieving and promoting diversity and we will monitor and evaluate our success. We have created formal goals for 2021 that will enhance our commitment to diversity and inclusion throughout our organization (*found on this webpage under the report section entitled - Diversity Eligibility Report*). Annually, we will re-evaluate and measure these goals to ensure our hiring processes, programming content, and services reflect diversity. We strive to ensure that our policies, rules, regulations and practices meet the standards of federal and local laws and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

We are privileged to have a workplace where differences are embraced and valued and where individuals are treated with respect and dignity. Each individual in our organization is appreciated for his/her unique attributes. In order to strengthen this commitment and

expectation, appropriate staff and the Board of Directors are required to participate in annual training that focuses on diversity awareness, non-discrimination and harassment compliance. This training provides a firm understanding of the challenges and conflicts that may be faced in workplaces and encourages collaboration, flexibility, equality, respect and fairness.

In addition to workplace diversity, WTJX strives to provide a host of educational programming and community outreach initiatives that connects to the diverse community in which we serve. Our programming content reflects diversity through its music, arts, talent, performances, expressions, information, and ideas. Our outreach engagement activities are beneficial, informative, and provide great educational value.

WTJX continues to meet the expectations of public media. We will continue to resolve differences and improve our overall effectiveness as we enrich the lives of the individuals we touch. Our commitment to diversity ensures that our employees, viewers and the community receive services that are reflective of our community's values. Moreover, we will provide opportunities for others to learn and become acquainted with the rich and diverse aspects of our community.