

## **Diversity Statement:**

The Public's Radio is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment and to enhance its ability to effectively serve the public. The Public's Radio values an environment is grounded in respect and inclusion, enriching the experience of listeners and readers, and supports a positive workplace that promotes excellence, and cultivates the intellectual and personal growth of the entire community.

The Public's Radio supports nondiscrimination policies and commits to equal opportunity, affirmative action and diversity.

## **The Public's Radio Diversity Goals**

- To recruit and retain a diverse workforce that is representative of our service area.
- To provide equal opportunity in employment.
- To educate its management and staff in best practices for maintaining an inclusive and diverse environment for all persons.

## **Station Diversity Practices and Initiatives**

- The Public's Radio is committed to diversity and equal employment opportunity in every aspect of personnel policy and practice including: recruitment, selection, placement, training and advancement of employees.
- Recruitment for employment opportunities at The Public's Radio takes place through an open and fair process.
- Job postings are submitted to professional minority organizations consistent with its established FCC EEO program with the goal of attracting a diverse candidate pool. Special effort will be made by station management and search committee members to recruit minority candidates.
- The Public's Radio management and other appropriate staff will attend training seminars or workshops in order to learn ways to create a more diverse workforce and to maintain a culture of respect and non-discrimination. Station management will review practices designed to fulfill the organization's commitment to diversity and to meet applicable FCC guidelines.

## **Diversity at The Public's Radio**

The Public's Radio is a small and young organization. Due to financial restrictions, we add positions on both the staff and board rather slowly. Nevertheless, we are committed to making each phase of our evolution an opportunity to have our staff and board better reflect the pluralism in our service area.

We now have 24 FT staff, of which 13 (54%) are women. This represents a year over year female/male gender improvement of 7%.

Of our 24 FT staff, we employ 1 Latina, 1 Arab-American, 1 Asian-American, and 3 Portuguese personnel. Thus, 25% of current FT staff are of mixed-race or non-white ancestry.

Our board composition has also evolved: we seat 25 current directors, 16 of whom (64%) are female. Last year's board had 27 directors, 13 of whom (48%) were female. Consequently, our year over year female/male gender balance on our board improved by 16%.

Last year, The Public's Radio board of directors' ethnic and racial diversity was as follows: 1 Hispanic, 1 Black, 1 Asian, for a total of 9% diversity/non-white ancestry. The Public's Radio board now is at 8% Hispanic and 8% Black, or 16% diversity/non-white ancestry.

We are making consistent and increased efforts to reach out to under-represented cultural and ethnic communities when recruiting new board members, as well as to advertising staff openings on job boards frequented by Black, Indigenous, Hispanic, and mixed-race job seekers.

We remain firmly committed to attracting individuals to both our governing board and our full-time staff who share life experiences, cultural backgrounds, and ethnic traditions representative of the communities we serve.