

## **WFYI Public Media Diversity Statement**

### **WFYI's Commitment to Diversity:**

WFYI Public Media believes that an inclusive and diverse workforce, leadership team, governing Boards of Directors, and Community Advisory Board contribute to our knowledge and deeper understanding of the diverse communities we serve. WFYI's understanding of our community's diversity enhances our ability to deliver content and services that help us attract, maintain, grow, and engage diverse audiences.

WFYI's commitment to Diversity is reflected in our employment policies:

Our commitment to diversity means all components of our mission as a trusted catalyst for lifelong learning are immeasurably enriched by board, staff, and volunteers with diverse experiences. Our finest efforts depend on the interchange of ideas and on the testing of competing assumptions. Interaction among persons and groups with diverse backgrounds and experiences facilitates those efforts by helping us to become more reflective about the varied historical and social contexts in which we work and serve. For our organization to retain its leadership role within the community, we must not merely promote policies of nondiscrimination as articulated in the Equal Opportunity/Affirmative Action policy, we must include all who comprise our diverse community and foster a climate in which all voices are heard, respected, and valued.

WFYI will provide opportunity for employment and Board of Director membership without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, covered veteran status, or genetic information. Diverse backgrounds and perspectives of staff and board stemming from factors, such as those listed above, are important to our mission. They provide WFYI, as a public media station, the means to enrich our community through a significant variety of educational, informational, and cultural content.

WFYI recruits from broad and diverse sources, which enables us to hire the most qualified candidates for each available position, while ensuring individuals hired not only enhance our talent, but also help us reflect the breadth of ethnic and cultural diversity of the community we serve in central Indiana. We believe it is our mission to amplify and inspire the diverse voices of those we serve.

WFYI's commitment to diversity and inclusion in recruiting and hiring decisions is reflected in our employment policies:

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at WFYI will be based on merit, qualifications, abilities. WFYI does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, covered veteran status, or genetic information.

We believe our commitment to diversity has resulted in a diverse staff and leadership. In 2018, our staff diversity at WFYI is 15.1% and our Board diversity is currently 15.4%. Diversity in our Community Advisory Board is currently at 28.6%.

### **WFYI Diversity Goal Progress:**

WFYI regularly analyzes all employment actions and board nominations to ensure equal opportunity for all individuals. WFYI has set goals to ensure our workforce and Boards reflect the diversity of the communities we serve. Progress on those goals follows here:

Over the period September 2016 to September 2018, WFYI's workforce was 59.3% female and 40.7% male. Over the same period, WFYI has steadily increased staff and board diversity. Staff diversity increased from 9.5% in 2016 to 15.1% in 2018, and board diversity increased from 13.5% in 2016 to 15.4% in 2018. Our Community Advisory Board diversity has remained constant at its current 28.6%.

### **2018-19 Diversity Initiatives:**

In commitment to these policies and as part of our **2020 Voices that Inspire** Strategic Plan, WFYI has included Diversity as a critical ongoing focus for our staff and Boards.

To strengthen and ensure diverse representation in our workforce and Board membership during the upcoming year, WFYI will:

- Continue to enhance WFYI's strategic Diversity plans which encompass staff, Board, partners, and content, including annual Diversity training for all staff members.
- Continue to look at avenues and sources to broaden our base of recruitment sources, including community-based organizations, as well as sites that serve veterans, minorities, and persons with disabilities.
- Remain committed to our Strategic Plan Diversity initiative to increase inclusivity in all areas of our resources and services.
- Include qualified diverse candidates for all full-time, part-time and internship opportunities which arise.
- Include qualified diverse candidates in slates for Board of Director elections.

### **Ensuring Continued Commitment:**

WFYI's Diversity policy and goals will be reviewed with our Board of Directors no less than annually. The policy and goals are currently reviewed quarterly with our Board of Directors, as an element of our **2020 Voices that Inspire** Strategic Plan. WFYI's Diversity Statement is available on our website, [www.wfyi.org](http://www.wfyi.org).