

## **Wisconsin Public Broadcasting Diversity Statement**

Diversity is central to our mission and our values. We embrace diversity in all respects: in our programming, our community engagement, our content sources and partners, and our staff. We believe that inclusivity is central to the vitality and vibrancy of Wisconsin.

Wisconsin Public Broadcasting is an equal opportunity employer and does not discriminate against individuals on the basis of any characteristic protected by law. But beyond legal compliance, recruiting and maintaining a diverse workforce and management team is an organizational responsibility and goal. Diverse perspectives contribute greatly to our knowledge and understanding of the culture and diversity of Wisconsin citizens. Diversity also directly affects our ability to deliver content and services that reflect that diversity and it helps us attract, grow and engage audiences.

The reputation of public media rests on public trust and the public must be confident that Wisconsin Public Radio and Wisconsin Public Television operate with the highest standards of honesty and integrity. Thus, we are committed to creating and supporting an inclusive workplace environment where every employee is valued for their unique skills, experiences and perspectives.

We are a stronger organization when our workforce consists of people with diverse backgrounds, people who bring different styles of thinking and have faced different challenges in life. We recognize that diversity comes in many forms, both apparent and sometimes invisible. At its heart, diversity speaks to the range of perspectives and ideas that come from a variety of individuals and their personal and cultural perspectives. Often this diversity is a result of different cultures, histories, races, ethnicities, genders, sexual orientation, abilities, age, national origins, religions, creeds, colors and veteran status.

### **Diversity and Inclusion in Practice**

As a university licensee, our governing board is the Board of Regents of the University of Wisconsin System. The Board of Regents sets policies and goals related to Equal Opportunity in Employment and Affirmative Action. Our management meets at least annually to assess our progress against those goals. We also assess the diversity of our staff each time we conduct a new recruitment. We obtain information from the University of Wisconsin-Extension Office of Equity, Diversity and Inclusion on the availability of women and minority groups in the labor markets from which we recruit to determine whether under-utilization exists and if so, to develop an individualized recruitment plan for the position. We provide an EEO orientation for every recruitment committee. We are deliberate in all of our employment practices to ensure that employment opportunities are widely advertised, that all applicants and employees are welcomed and treated fairly and equally, and that policies and practices are administered in an unbiased and objective manner at all times.

Our workforce is comprised of approximately 250 full-time employees and range in age from early twenties to early seventies. Our female to male staff ratio is approximately 50/50. The racial and ethnic diversity of our staff represent the spectrum of diversity of talent available in the local market and includes employees who identify as: White, African-American, Asian-American, Hispanic-American, Native-American, and Two or More races. While our workforce generally reflects the diversity of Wisconsin, we continue to identify new methods to attract and retain an even more diverse workforce. One way we do that is through our internship programs.

In the fall of 2016 we updated the BAMI Diversity and Inclusion Action Plan originally published in August 2015. It continues to provide a roadmap for all of our diversity-related efforts including long term objectives and short term goals in recruitment, and outreach, networking with diverse communities, employee inclusion and engagement and programming.