

WHRO-TV, WHRO-FM, WHRV-FM DIVERSITY POLICY

Statement of Commitment to Diversity

WHRO Public Media establishes the policy to promote diversity in our workforce, management and boards, including our community advisory boards and governing boards. Board Resolution was adopted by the WHRO Governing Board September 11, 2012.

The integrity of our work is strengthened by incorporating the diversity of demography, culture, and beliefs in our communities and the nation into our work and our content.

We look to the full diversity of our community as we ascertain needs and interest to which we might respond. We assure that people with different backgrounds, perspectives, and experience are heard and seen as both sources and subjects of our programming and are invited to participate in our activities.

We seek to create content and activities that reach and serve a diversity of people, recognizing that different programming attracts people with different values, beliefs, lifestyles, and demography.

We treat the subjects of our programming with respect. We include points of view that may not be widely shared and individual and groups that are infrequently heard or seen outside their own communities.

WHRO Public Media Diversity Goals

- It is our policy to provide equal employment opportunity to all qualified individuals without regard to race, ethnicity, religion, sexual orientation, socio-economic status, physical ability, marital status, veteran status, and national and geographic origin in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.
- It is our policy to communicate our equal employment policy and employment needs to sources of qualified applicants, without regard to race, ethnicity, religion, sexual orientation, religion, socio-economic status, physical ability, marital status, veteran status, and national and geographic origin and to solicit their recruitment assistance on a continuing basis.
- It is our policy to continually review our job structure and employment practices and maintain positive recruitment training, job design and other measures needed to ensure genuine equality of opportunity at all levels.

Responsibility for Implementation

- WHRO's President and CEO is the official responsible for the overall responsibility for equal employment opportunity at all our stations. WHRO's Human Resources Officer is responsible for the administration and implementation of WHRO's Equal Employment Opportunity Program. It is also the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program are adhered to and that no person is discriminated against in employment. It is our policy to ensure a positive application and vigorous enforcement of our policies and to review and control managerial and supervisory performance in the administration of our equal employment opportunity policies.
- It is our policy to conduct a meaningful program of recruitment involving broad outreach in recruitment to qualified candidates. To assure compliance with this requirement: (1) we widely disseminate information about each full-time job opening in our operation to recruitment sources for the purpose of obtaining referrals for the available position and otherwise comply with the Federal Communications Commission (FCC) requirements as required by FCC-EEO Rule 47 C.F.R.73.2080. These include initiatives such as establishing internship programs, participating in events sponsored by educational institutions relating to broadcasting career, training programs, management/staff training in equal employment opportunity and career development training and community events designed to inform/educate the public of broadcasting careers.

WHRO's Community Advisory Board

Public media has a long standing commitment to be responsive to the interests of people both in particular localities and throughout the United States. WHRO's Community Advisory Board (CAB) meets quarterly to share input and advice on programming priorities and community services. The feedback is important as we strive to serve our community and respond to local issues. All meetings are open to the public.