

## **NORTHWEST PUBLIC BROADCASTING DIVERSITY POLICY STATEMENT**

Northwest Public Broadcasting (NWPB) is a trusted source of quality content. NWPB is dedicated to enriching our community by sharing and creating distinctive programs that engage, enlighten and entertain.

Licensed to and governed by Washington State University's (WSU's) Board of Regents, NWPB shares WSU's official diversity mission statement: <https://diversity.wsu.edu/about-us/>

The values expressed in the WSU statement outline our expectations for our stations and employees. NWPB embraces inclusion and values and respects every person regardless of difference.

Northwest Public Broadcasting aligns with WSU's goal of inclusion, diversity, integrity and transparency. We continue to increase our diversity by:

- Being a responsible organization known for best practices and high ethical standards.
- Providing a healthy work environment for effective learning, scholarship, and professional development.
- Creating a station culture in which diversity is the norm.
- Producing content and airing programs that includes diverse voices, opinions and perspectives.
- Finding and maintaining opportunities for media professionals with diverse backgrounds to develop skills needed to succeed in public media.

### **Our Station's Practices and Goals for Fiscal Year 2019 (7/1/18—6/30/19):**

- Interview at least one diverse candidate for all searches during the fiscal year.
- Interview at least one diverse candidate for any leadership position.
- Advertise any open search in publications, websites and affinity organizations to garner more diverse candidates.

### **Hiring Goal and Guidelines**

To assure diverse candidates are given the opportunity to become part of our station, WSU's personnel office verifies our compliance to the WSU EEO & AA policy with every hire: [Equal Employment Opportunity and Affirmative Action Policy](#)

### **NWPB Annual Diversity Initiatives:**

- Require all staff to attend WSU's diversity training program.
- Provide individuals representing diverse groups that reflect the diversity of the communities we serve internships or work-study positions designed to provide meaningful professional experience and further public broadcasting's commitment to education.
- Station management will review internal practices to ensure continuing compliance with applicable FCC guidelines on an annual basis