

# 2022 Diversity Policy and Goals Annual Report

## Statement of Commitment to Diversity

WGTE Public Media is committed to maintaining a culture of diversity and inclusion to provide an unbiased work environment and, in doing so, enhance our service to the public.

The concept of diversity encompasses acceptance and respect. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

## WGTE Public Media Diversity Goals

- To recruit and retain a diverse workforce.
  - In the past twelve months, we have hired six full-time employees. Of the six, five are women, and one is a minority member.
- Our Director of Human Resources served in an advisory capacity for Bowling Green State University's (BGSU) career center. BGSU's career services serve a diverse and historically underserved student population. Her involvement facilitated a recruitment partnership with BGSU career services. This resulted in the hiring of a minority woman who recently graduated from Bowling Green State University.
- Provide Inclusion Training for all Staff.
  - The training was provided by The Corporation for Public Broadcasting. The course was designed to help employees at all levels understand how to create a more inclusive and innovative workplace.
- Post open positions on various job boards where diverse candidates are likely to look.
- Have a formal process to nominate candidates for the Governing Board positions. The nominating committee looks to create a pool of potential candidates that reflects the community's diverse population.

WGTE Public Media plans to continue several initiatives to achieve appropriate community outreach for our organizational hiring efforts.

## FY 2023 Goals to Improve Diversity

- We will broadly disseminate job openings on job boards throughout the region to various groups where diverse candidates are likely to view them.
- We will review with WGTE Public Media's Board of Directors practices that are designed to fulfill its commitment to diversity and to meet the applicable FCC guidelines.

Our initiatives are reviewed annually by our Human Resource Manager and President and CEO. A written report is submitted to the FCC regarding the success and or need for improvement.

Please contact Michelle Turner at michelle\_turner@wgte.org or 419-380-4644 to obtain a copy of the report.

<b>Staff</b>	<b>Male</b>	<b>Female</b>	<b>Minority</b>
29	44.83%	55.17%	13.79%
<i>Lucas County</i>	48.60%	51.40%	26.40%
<i>United States</i>	49.50%	49.50%	24.20%

\*US and Lucas County Info. From 2020 Census

<b>Board</b>	<b>Male</b>	<b>Female</b>	<b>Minority</b>
24	37.5%	62.5%	33.33%
<i>Lucas County</i>	48.60%	51.40%	26.40%
<i>United States</i>	49.50%	49.50%	24.20%

\*US and Lucas County Info. From 2020 Census

<b>Council of Advisors</b>	<b>Male</b>	<b>Female</b>	<b>Minority</b>
11	54.54%	45.45%	27.27%
<i>Lucas County</i>	48.60%	51.40%	26.40%
<i>United States</i>	49.50%	49.50%	24.20%

\*US and Lucas County Info. From 2020 Census