

2019 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.
- 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 has continued several initiatives to achieve appropriate community outreach for our organizational hiring efforts. The Foundation continues to provide an Internship Program for college students, which allows them to learn more about employment opportunities in the broadcasting field.

Our Director of Human Resources attended a session on Making Harassment Unacceptable: Recognizing Unconscious Bias. The presentation was presented by the Toledo Metropolitan Area Council of Governments. She also participated in a webinar: EEO Rules on Discrimination. It was presented by The Ohio Association of Broadcasters.

This year every staff member completed diversity and harassment prevention training.

We also participated in four different career days that demonstrated to students what careers there are in broadcast.

In conclusion, we are generally pleased with our outreach and recruitment results. This past year we filled two, full-time positions that resulted in an increase of female and minority staff members.

FY 2020 Goals to Improve Diversity

- WGTE Public Media will continue to provide an Internship Program for college students.
- WGTE Public Media will provide harassment prevention training for management and staff.
- WGTE Public Media will continue to post open positions on various job boards where diverse candidates are likely to look.
- WGTE Public Media will continue to participate in career days with local schools.

Our initiatives are reviewed annually by our Human Resource Manager and President and CEO. A final report is submitted to our Board of Directors. 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.

| Staff | Male | Female | Minority |
|--------------|-------------|---------------|-----------------|
| 28 | 36% | 64% | 14% |

| Board | Male | Female | Minority |
|--------------|-------------|---------------|-----------------|
| 26 | 42% | 58% | 35% |

| Council of Advisors | Male | Female | Minority |
|----------------------------|-------------|---------------|-----------------|
| 10 | 70% | 30% | 40% |