

WQLN PBS/NPR Diversity, Equity, and Inclusion Policy

At **WQLN PBS/NPR**, we believe in a diverse, inclusive, and equitable workplace. A workplace where all employees, board members, volunteers, no matter their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal employment and advancement opportunities in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to modeling diversity and inclusion programming for our entire broadcast area (market), whether that programming is in person, on-air or online. **WQLN PBS/NPR** pledges to strive for a diverse and inclusive community with equitable treatment for all.

WQLN PBS/NPR commits to the following practices to ensure diverse, equitable, and inclusive workplaces in four key areas.

1. Planning & Policies
2. Board Operations & Governance
3. Programs & Services
4. Organizational Culture & Human Resources

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1. WQLN PBS/NPR Planning & Policies

- a. **WQLN PBS/NPR** pledges to prioritize DEI in our planning processes by identifying specific DEI goals, along with timelines for accomplishing goals and key performance indicators used to measure, monitor, and evaluate progress toward goals.
- b. **WQLN PBS/NPR** pledges to make a public commitment to DEI by publishing a separate DEI statement.
- c. **WQLN PBS/NPR** pledges to identify staff, volunteers, and/or Board members to focus on DEI work within the organization and empower them to communicate recommendations, challenge assumptions, and champion DEI health.
- d. **WQLN PBS/NPR** pledges to commit financial resources to DEI work.
- e. **WQLN PBS/NPR** pledges to ensure that all of our policies, procedures and practices are consistent with our DEI statements and strategy.

2. WQLN PBS/NPR Board Operations & Governance

- a. **WQLN PBS/NPR** pledges to collect and analyze demographic information on Board members to monitor Board diversity relative to the community and nation.
- b. **WQLN PBS/NPR** pledges to create and uphold formal policies to promote diversity, equity, and inclusion in Board recruitment and operations.
- c. **WQLN PBS/NPR** pledges to have regular Board-level conversations around DEI and the organization's successes and failures in this realm.

3. WQLN PBS/NPR Programs & Services

- a. **WQLN PBS/NPR** pledges to ensure that diverse communities' perspectives and needs are considered in the planning, development, implementation, delivery, and evaluation of programs and services.
- b. **WQLN PBS/NPR** pledges to collect and analyze demographic information on clients/constituents and to use this information to inform our activities.
- c. **WQLN PBS/NPR** pledges to accurately represent our diverse clients/constituents on our website, in printed collateral, and elsewhere.

4. WQLN PBS/NPR Organizational Culture & Human Resources

- a. **WQLN PBS/NPR** pledges to offer DEI training to staff, leadership, Board members, essential volunteers, and key partners at least once per year.
- b. **WQLN PBS/NPR** pledges to create an environment where it is possible to have difficult conversations about DEI topics by sharing clear expectations and rules of engagement for such discussions.
- c. **WQLN PBS/NPR** pledges to collect and analyze demographic information on employees to monitor staff diversity relative to the community and nation.
- d. **WQLN PBS/NPR** pledges to adhere to equitable hiring practices, including publishing salary ranges in job listings for transparency, refraining from requesting salary histories from job applicants, and refraining from including degree requirements for open positions unless a given degree is materially important to the day-to-day responsibilities of the role.
- e. **WQLN PBS/NPR** pledges to routinely assess compensation, comparing employee salaries to industry, community, and organizational benchmarks.
- f. **WQLN PBS/NPR** pledges to ensure that all employees are given equitable access to professional development opportunities.
- g. **WQLN PBS/NPR** pledges to ensure that a formal annual review takes place for each and every staff and leadership position; that a standardized rubric is used to evaluate performance, determining promotions and merit-based raises; and that this process results in a written report that is stored in the employee's personnel file, along with a customized professional development plan based on the employee's goals and aptitudes.