

WQLN's Diversity Statement

Adopted July, 2012

WQLN values the individual diversity of all employees, board members, community advisory board members, applicants, volunteers, and community members. Differences in age, race, ethnic heritage, religion, appearance, sexual orientation, or any number of other distinguishing factors provide experiences, viewpoints, and ideas that can strengthen and enrich our work environment. Our goal is to create an environment that is inclusive, respectful, and equitable, and to employ the talents of people with different backgrounds, experiences, and perspectives to accomplish the various missions of WQLN.

Goal:

It is WQLN's goal to create a diverse Governance Board, Community Advisory Board, and staff that closely matches the diversity of the community it serves. As positions become available, WQLN will actively seek a diverse pool of qualified candidates from among all groups served in its community.

Policy Initiatives – WQLN will complete the following 3 initiatives annually:

1. WQLN will review with the Board of Directors, the station's Diversity Statement with regards to employment and board member appointment. A formal training seminar on diversity will also be presented to the Board each year.
2. WQLN will complete an annual report describing the Company's diversity efforts. Included will be a list of all positions hired (both full-time and part-time), employment statistics for the station and surrounding area and any actions taken to support the Diversity Statement of WQLN. This report will be posted on our company website.
3. WQLN will provide a formal training program on diversity to all station employees..

In addition, WQLN will complete 1 of the following initiatives annually:

1. Include qualified diverse candidates in the applicant pool for any open position at WQLN.
2. Include individuals representing diverse groups in internship programs designed to provide meaningful professional experience in order to reflect the diversity of the community and further public broadcasting's commitment to education.
3. Include qualified diverse candidates in any slate of candidates for elected governing boards for WQLN.
4. Participate in one minority or other diversity job fair.