



## Diversity Statement

WITF’s commitment to diversity is based on our commitment to public service. WITF knows that a diverse workforce, management team, governing Board, and Community Advisory Board contribute greatly to our knowledge and understanding of Central Pennsylvania’s diverse communities. Therefore, the organization takes specific steps to ascertain community needs and interests; to assure respect and civility in our discussions and impartiality in our coverage of complex matters; and to be accessible, accountable, and transparent to the community as a whole.

WITF’s commitment to diversity is expressed in a continuous thread throughout all of our policies and practices.

- I. Editorial Guidelines - WITF’s editorial guidelines address “inclusion and reflection of our communities’ diversity.” The integrity of our work is strengthened by incorporating the diversity of demography, culture, and beliefs in our communities and the nation into our work and our content.
- II. WITF’s employee handbook summarizes our EEO and anti-harassment policies. WITF conducts diversity and harassment training for new hires, and on a periodic basis for its current staff and leadership. All WITF employees are evaluated annually on their contributions to promoting diversity within the organization and community.
- III. WITF welcomes diverse audiences to the Public Media Center through a structured tour program. These community groups highlight our commitment to opening our doors to people of all ages, backgrounds, races, abilities, and religions.

The following statistics provide a snapshot of the diversity of the WITF staff, governing board, and Community Advisory Board. WITF remains committed to further increasing the diversity of these bodies through deliberate recruitment and selection activities.

### WITF Staff

<b>104 employees</b>	<b>Male</b>	<b>Female</b>	<b>White</b>	<b>People of Color</b>
	61%	39%	93%	7%

### WITF Governing Board

<b>26 members</b>	<b>Male</b>	<b>Female</b>	<b>White</b>	<b>People of Color</b>
	50%	50%	96%	4%

### WITF Community Advisory Board

<b>21 members</b>	<b>Male</b>	<b>Female</b>	<b>White</b>	<b>People of Color</b>
	67%	33%	81%	19%

WITF remains committed to increasing the diversity of its Boards. The Governing Board saw a 5% increase in the members who are female, and the Community Advisory Board saw a 1% increase of members who are People of Color. WITF has instituted continuing efforts to recruit new staff through local minority groups, recruitment agencies and career fairs. WITF also engages in relationships with several colleges and universities in an attempt to recruit students and provide educational experiences that will help prepare a diverse workforce. We are committed to exploring new opportunities for achieving and promoting diversity in employment and board service and to monitor and evaluate our success. This means WITF will always meet the standards of federal and state law, WITF’s Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting’s Diversity Eligibility Criteria. The WITF staff saw a 1% increase in staff members who are female.