



Diversity Statement

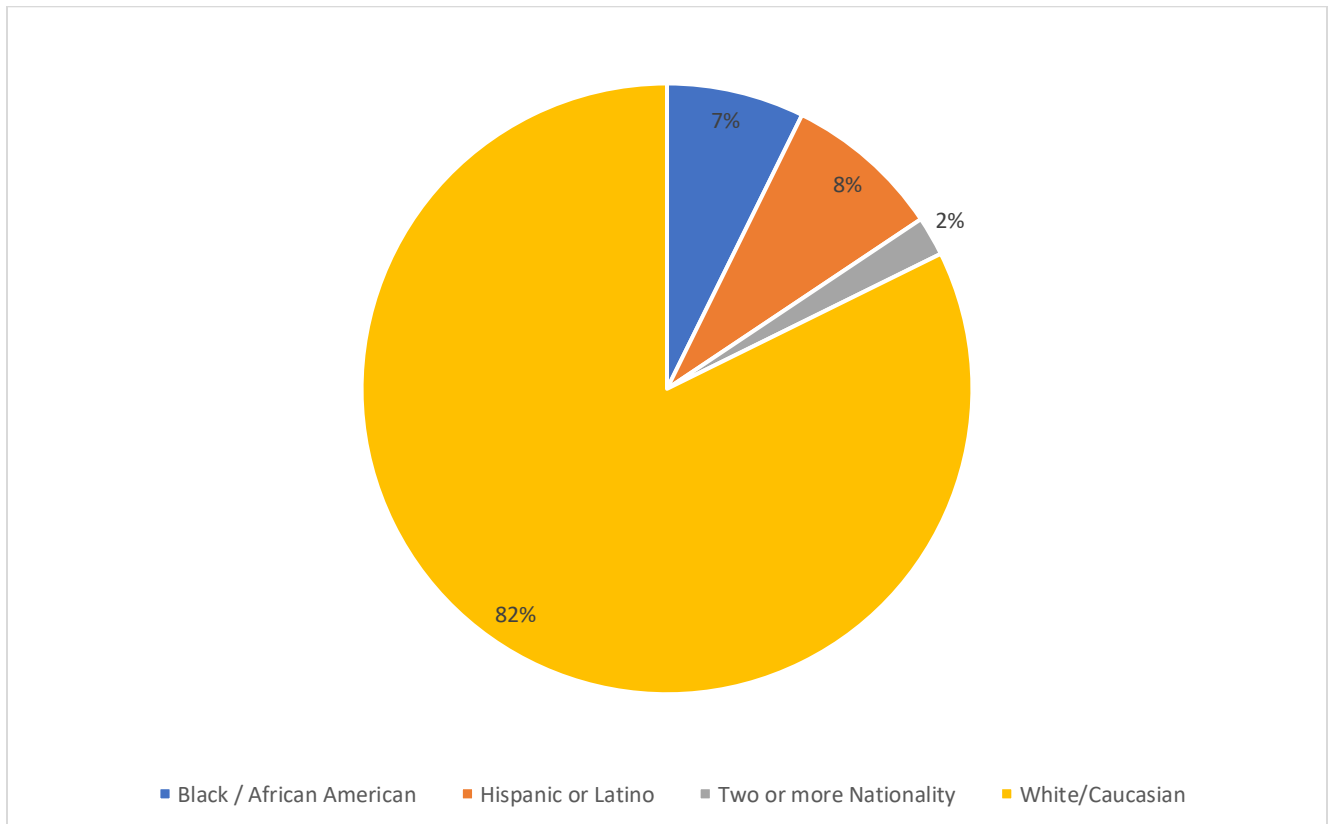
Introduction

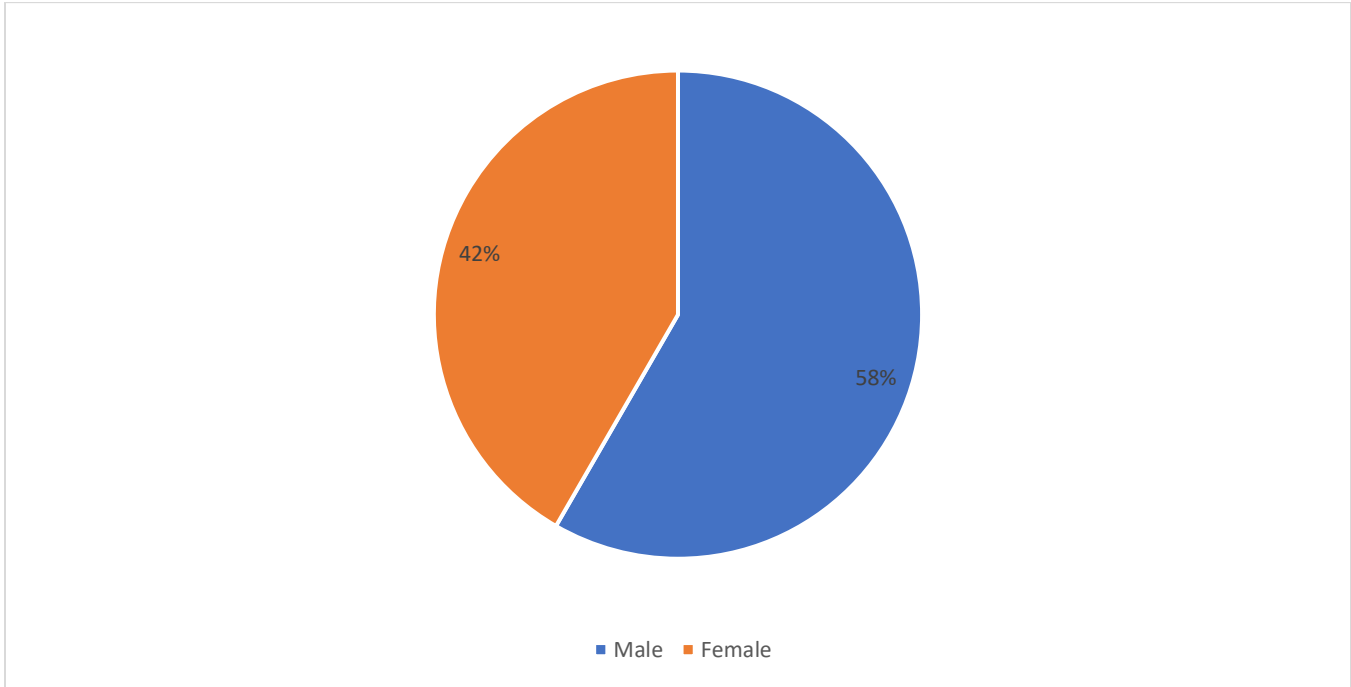
WITF is entering a new era in media and journalism as we join forces with LNP Media Group. As the two organizations begin working alongside each other, we are reorganizing the Diversity & Inclusion Committee to be reflective of both organizations. Our goal is to continue our efforts from an editorial, community engagement, and employment standpoint on a bigger level, and include our new colleagues in that process. Over the past year, we have continued our efforts to report on the diverse communities of Central Pa., engage with our neighbors and include traditionally underserved communities, and provide learning opportunities for our staff. We are committed to continuing those efforts and growing them over the next year.

Demographics

The following statistics provide a snapshot of the diversity of the WITF Staff, Governing Board, and Community Advisory Board as of September 2023. WITF remains committed to further increasing the diversity of these bodies through deliberate recruitment and selection activities.

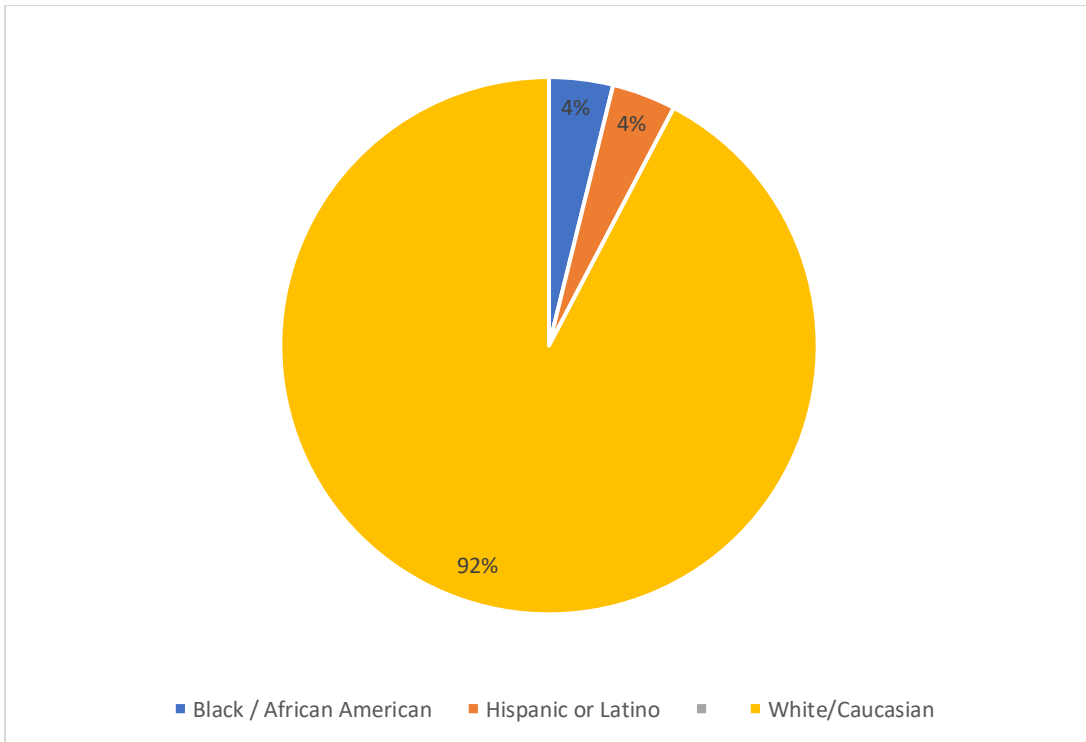
WITF STAFF – 96 EMPLOYEES

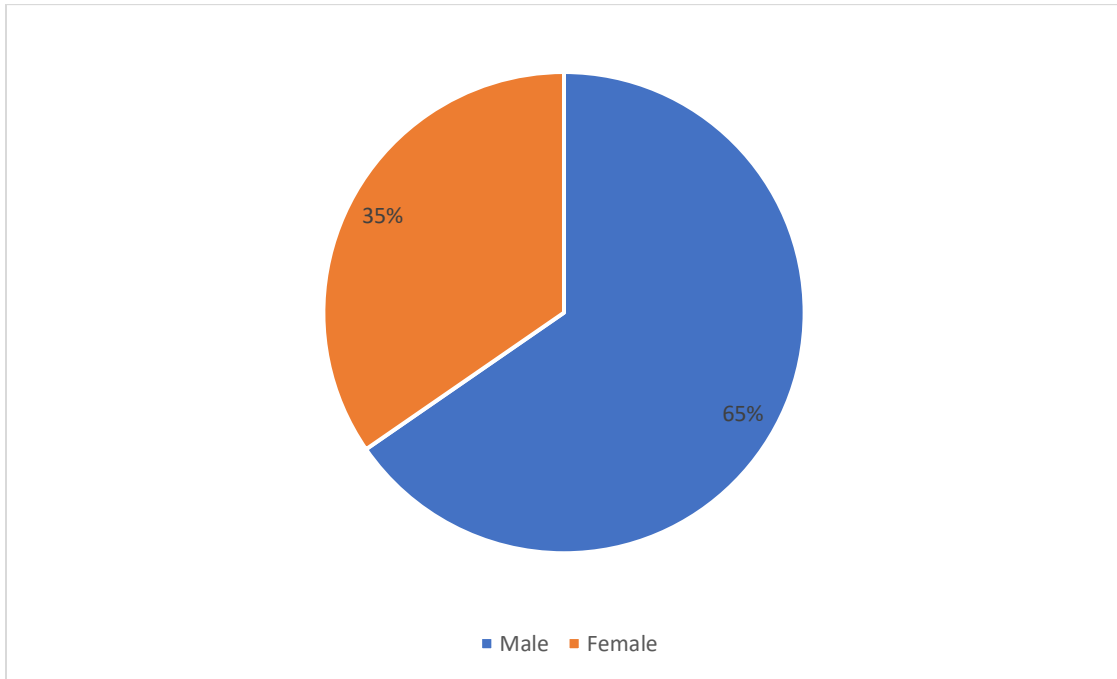




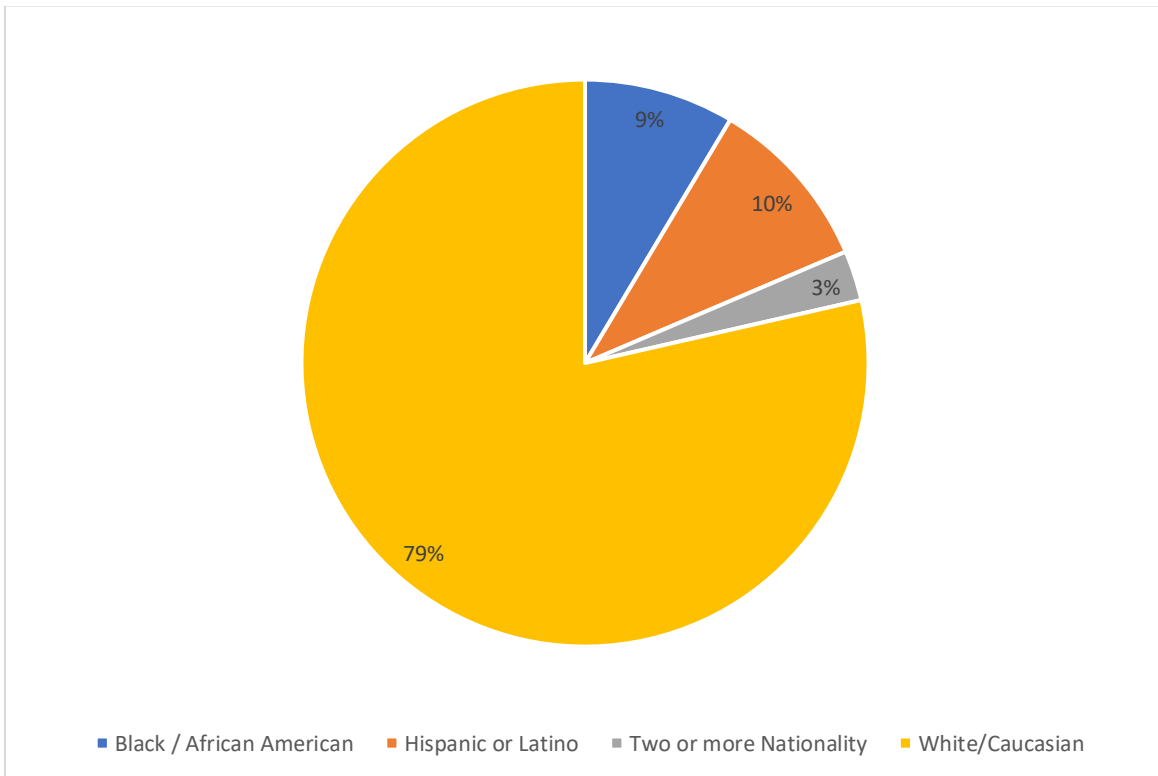
WITF STAFF (MANAGEMENT VS. NON-MANAGEMENT) – 96 EMPLOYEES

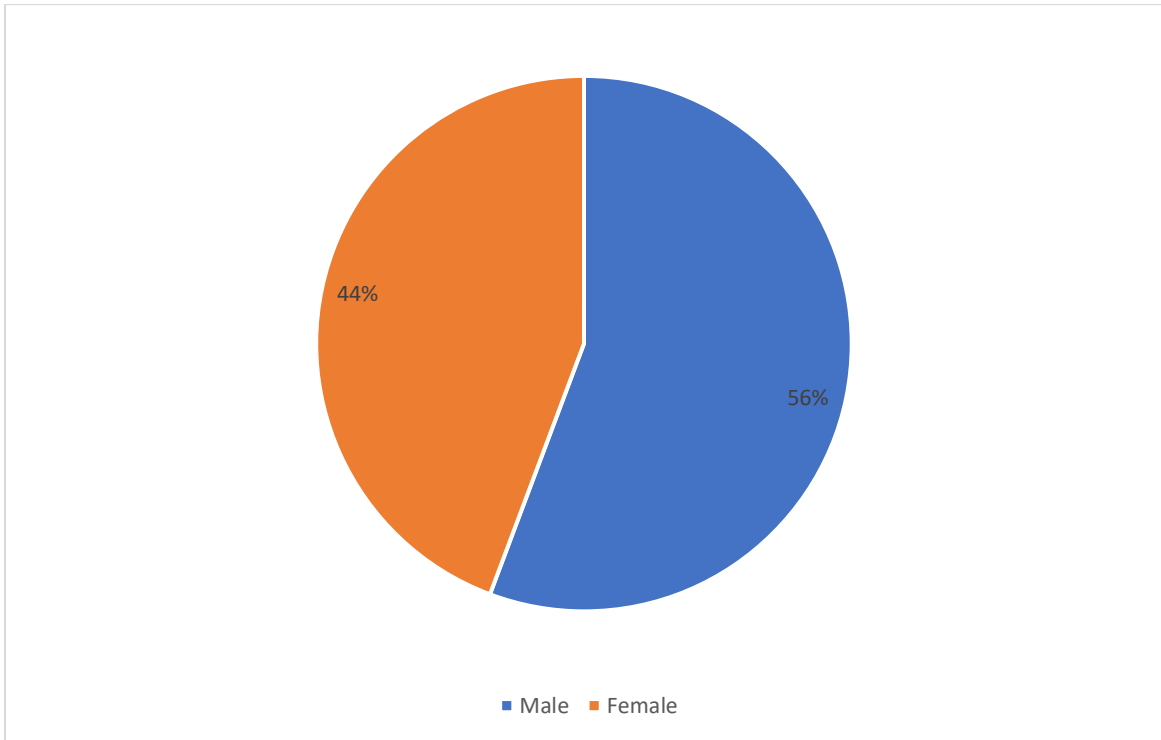
Management:





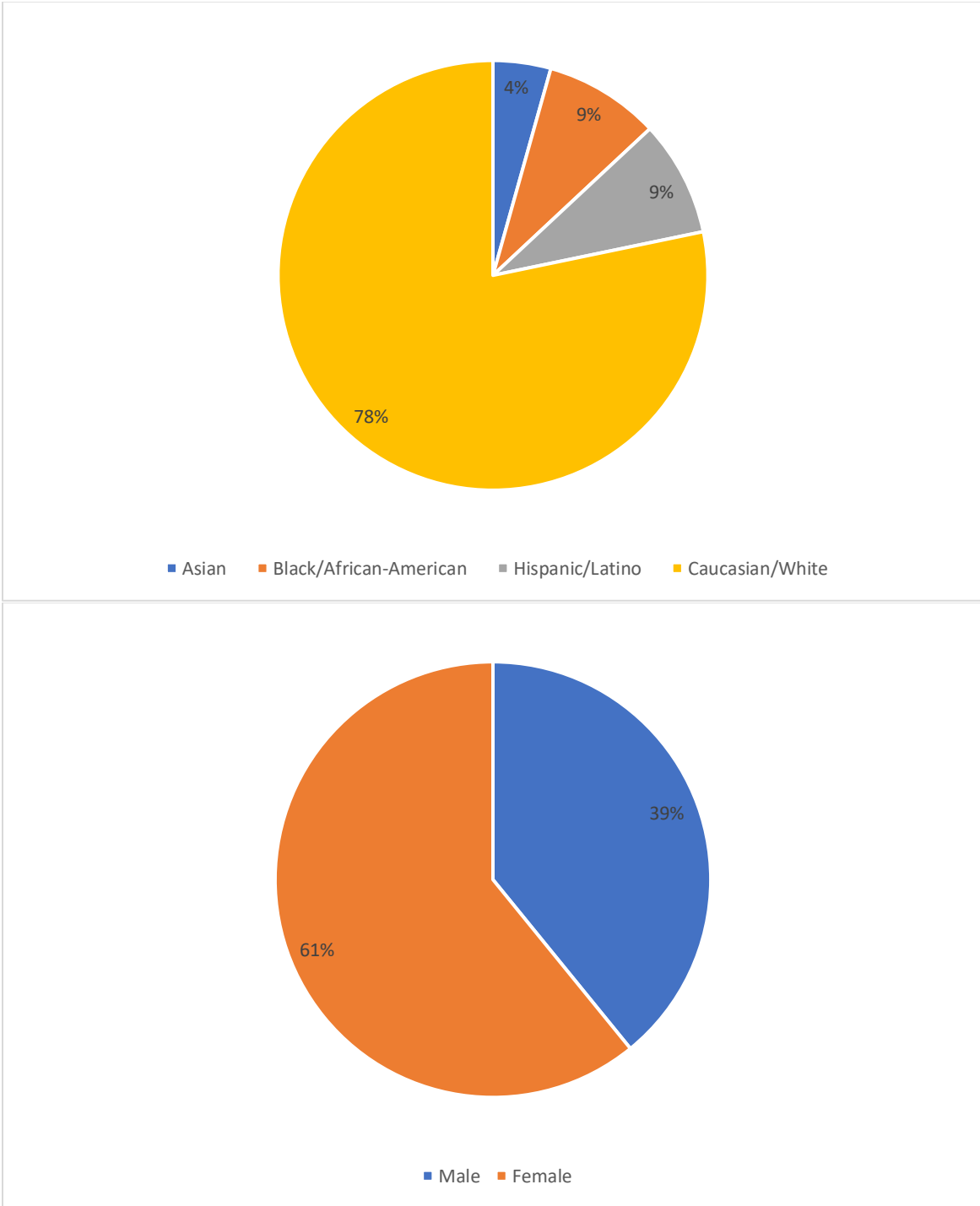
Non-Management:





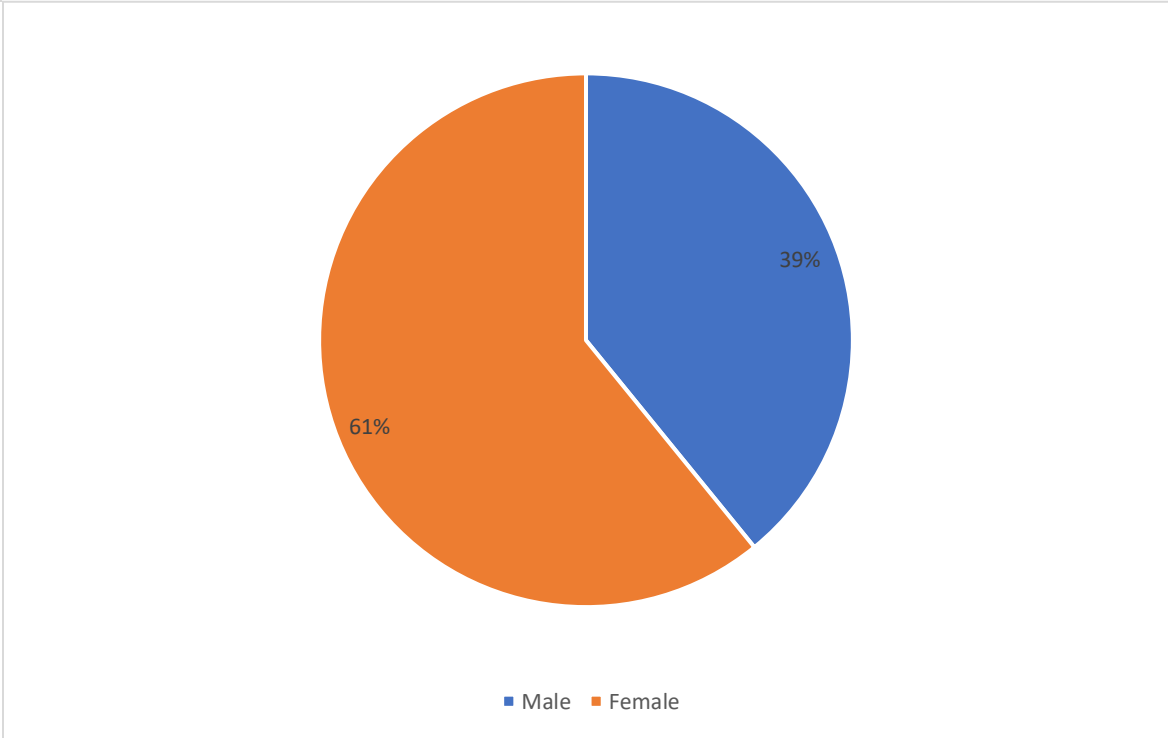
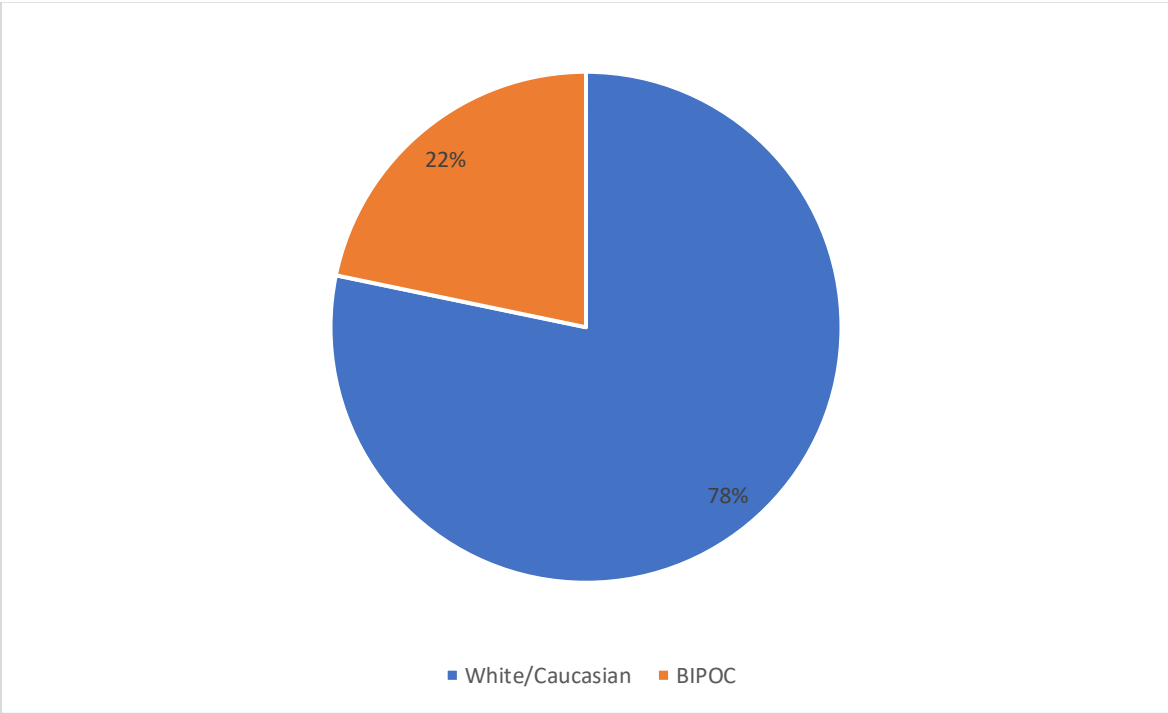


WITF GOVERNING BOARD – 23 MEMBERS





WITF COMMUNITY ADVISORY BOARD – 23 MEMBERS





Over the past year, WITF has added several new employees and backfilled several existing positions. Human Resources, in consultation with the Diversity and Inclusion Committee, continued its efforts to make our recruitment process more diverse and inclusive by including new recruitment sources. These efforts allowed us to maintain the number of racially diverse staff and an increase in the number of women who now work at WITF (37% to 42% of total staff). We also had an increase in the number of racially diverse (6% to 8% of management) and female members of our team who work in a management role (31% to 35% of management). In addition to the use of more diverse recruitment resources, representatives from Human Resources attended several job fairs throughout Central Pennsylvania. Currently, there are not any staff members who identify as American Indian or Alaska Native, or Asian or Pacific Islander.

WITF also continued its efforts to increase its diverse members on both our Board of Directors and Community Advisory Board. Our Board of Directors maintained their racially/ethnically diverse members (22% of Board members), but saw a decrease in the number of women serving (70% to 61% of Board members). The Community Advisory Board also maintained their percentage of racially/ethnically diverse individuals (22% of CAB members) and an increase in the number of female members serving (34% to 61% of CAB members). WITF remains committed to having a staff and board that mirrors the community it serves and is dedicated to continuing its efforts to recruit diverse members for its staff, Board of Directors, and Community Advisory Board.

Editorial Guidelines

The integrity of WITF's journalism and programs are strengthened by incorporating varied viewpoints and lived experiences into our work. As WITF continues to review and reflect on how we can better serve our communities, we strive to do the following:

- Diversity, equity, and inclusion cannot be limited to just the staff of WITF. The newsroom will engage with diverse individuals throughout Central Pa to find new resources that will enhance the stories they tell.
- The committee and our journalism team will continue to monitor incoming demographic data from our sources via post-interview surveys.
- The editorial team will collaborate with WITF digital teams to find new ways to provide diverse access to WITF news and services through information in different languages and new distribution channels.

Education, Audience & Community Engagement

WITF hosts unique community events and education programs designed to engage diverse audiences. The work we do within our community highlights our commitment to reaching out to people of all ages, backgrounds, gender and identities, races, abilities, and religions.

Over the next year, WITF will do the following to continue those efforts to be an inclusive resource for the community we serve:

- In all Events (e.g. *Explore in the Classroom, Play and Learn, Ready, Set, Explore*) —We are working to expand and develop content to offer more robust STEAM and bilingual learning tools and resources to



all learners. With the support of Research and Development, we plan to expand the program to upper grade levels and offer professional development to teachers and educators in coordination with the program to ensure that our high-quality educational programs are not exclusive to learners of one particular age group.

- Educational tools and accessibility
 - Content: To increase equitable access to rigorous, standards-aligned, grade-level education, we will design more learning opportunities that connect to the PA Core within an inquiry-based framework, shifting our activity tables to inquiry stations. To focus this effort, our goal is to organize around three key areas: (1) Imagination and Play, (2) Inquiry, Science, and Phenomena, and (3) Arts and Music.
 - Physical: We recognize a need to be more conscious of physical access, including things like lower tables for small children and wheelchair access. We are also increasing our conscious attention on including diverse physical representation in materials.
 - Language: We recognize a need to expand use of multilingual materials and honor multiple dialects. We may even look at read-aloud recordings of books offered so that children and families have access to the story in other modes than print.
 - Racial and Ethnic diversity: We recognize a need for affirming representation of people of different races and ethnicities. This may include diverse characters, food, activities, staff, and volunteers.
- Media Literacy: WITF is in the process of developing a robust media literacy program for middle and high school learners. Our goal is to design this program within the lens that equitable access to unbiased and uncensored information is a matter of civic social justice. This program will include resources to better prepare students, teachers, and adults to recognize fake news and modified or missing perspectives.
- Your Learning Neighborhood: Continue partnerships in the Education community as well as collaborative efforts with PA PBS to bring free, accessible, and robust learning opportunities designed for all learners from early childhood to workforce development.
- Our Education team will continue to seek out and use professional development resources that ensure our staff are creating curriculum and opportunities that take provide opportunities for diverse voices to be featured.
- Career Exploration and Discovery: Our goal is to showcase diverse pathways to various careers, and provide Central Pennsylvania with access to unique education tools to promote career exploration.
- WITF will continue working with various regional and state partners on developing programs such as datacasting so that learners of all ages will have adequate connectivity and/or technology in accessing on-line services no matter where they live. [Datacasting – Pennsylvania PBS](#)

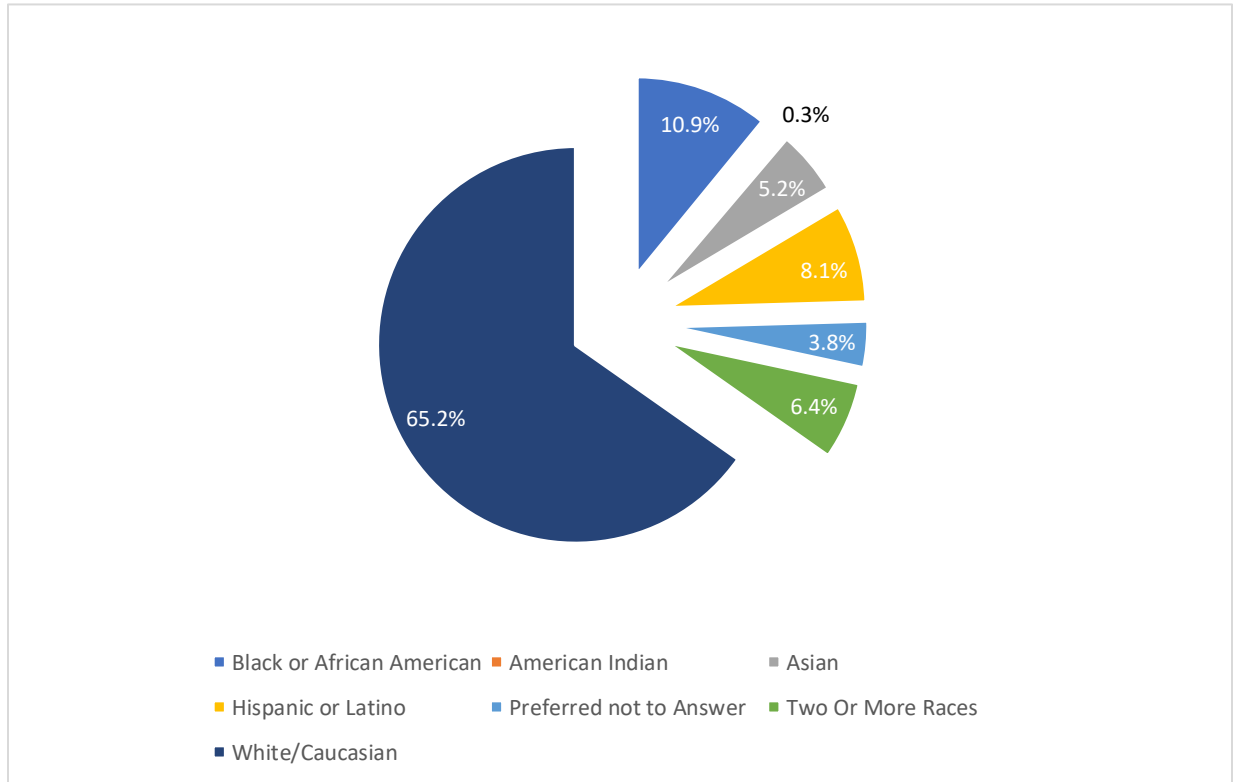
Employment Practices

WITF continues to strive to be a diverse, equitable, and inclusive organization. The D&I Committee will continue to work with the Director of HR along with executive leadership to foster an employee experience that is rooted in DEI principles by setting the following goals:

- Recruitment Resources – Human Resources will utilize their colleagues from the DEI Committee to identify and utilize new recruitment resources in the current and future recruitment of employees and interns.



- Applicant Demographics - From FY2018-2021 the percentage of racially diverse candidates who applied to WITF’s open positions averaged 20%. Over 3 years beginning in FY2022, our goal is to increase that number to 26%. Progress will be monitored annually in the Diversity Statement. In FY2023, over 35% of WITF’s applicants identified as BIPOC. We remain committed to increasing this number through diversifying our recruitment resources and making increased connections with diverse colleges and universities as well as community partnerships.



- Continuing Learning and Development – The DEI Committee will continue to develop a list of training resources for staff and department-level training programs on DEI topics. In consultation with the DEI Committee, Human Resources will work to schedule all staff and department training opportunities.



Diversity, Equity, and Inclusion Committee at WITF

WITF strives to foster a more inclusive environment through the goals we have set in this Diversity Statement. We will highlight our progress on our website, [Diversity, equity and inclusion at WITF | WITF](#) and update our Diversity Statement annually to hold our organization accountable and cultivate the change needed so that we hear and reflect every voice in our community. We will use our annual statement to reassess how to continue our growth and rededicate ourselves to the ideals that are necessary to be a diverse and inclusive member of Central Pennsylvania.

If you have a question, comment, or recommendation, please reach out to WITF's Diversity & Inclusion Committee by contacting Alan Wadsworth, Director of Human Resources, at 717-910-2803 or Alan.Wadsworth@witf.org.