

2023 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.
 - In the past twelve months, we have hired three full-time employees. Of the three, one is a minority member.

- Provide Inclusion Training for all Staff.
 - The training was provided by The Corporation for Public Broadcasting. The course was designed to help employees at all levels understand how to create a more inclusive and innovative workplace.
 - This year, we expanded our inclusion training for supervisors. In addition to taking the training noted above, supervisors participated in training specifically geared to helping supervisors maintain a workplace culture resistant to discrimination, harassment, and retaliation.

- 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 plans to continue several initiatives to achieve appropriate community outreach for our organizational hiring efforts.

FY 2024 Goals to Improve Diversity

- We will broadly disseminate job openings on job boards throughout the region to various groups where diverse candidates are likely to view them.
- We will review with WGTE Public Media's Board of Directors practices that are designed to fulfill its commitment to diversity and to meet the applicable FCC guidelines.

Our initiatives are reviewed annually by our Human Resource Manager and President and CEO. 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
32	50%	50%	15.63%
Lucas County	48.60%	51.40%	26.40%
United States	49.50%	49.50%	24.20%

*US and Lucas County Info. From 2020 Census

Board	Male	Female	Minority
20	25%	75%	35%
Lucas County	48.60%	51.40%	26.40%
United States	49.50%	49.50%	24.20%

*US and Lucas County Info. From 2020 Census

Council of Advisors	Male	Female	Minority
12	50%	50%	25%
Lucas County	48.60%	51.40%	26.40%
United States	49.50%	49.50%	24.20%

*US and Lucas County Info. From 2020 Census