

WGTE Public Media Community Representation Statement

WGTE Public Media recognizes that diversity is not only about representation but also about fostering an environment of acceptance and respect. We are committed to reflecting the diverse dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and political ideologies in our staffing, board governance, and community outreach.

Staff and Board Composition

As of 2024, WGTE's staff and board composition reflect our commitment to diversity and inclusion:

- Staff: Our workforce comprises 47% male and 53% female employees, with 20% of our staff identifying as minorities. While these figures align closely with the demographics of Lucas County and the United States, we continue to strive for greater representation of minority groups.
- Board: Our Board of Directors includes 22% male and 78% female members, with 39% of the board identifying as minorities. This representation exceeds the minority demographics of both Lucas County and the United States, demonstrating our commitment to inclusivity at the highest levels of governance.
- Council of Advisors: The Council of Advisors consists of 46% male and 54% female members, with 36% identifying as minorities. This council is instrumental in guiding WGTE's community-focused initiatives and ensuring that diverse voices are represented in our decision-making processes.

2024 Data

Staff	Male	Female	Minority
30	47%	53%	20%
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
18	22%	78%	39%
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
11	46%	54%	36%
Lucas County	48.60%	51.40%	26.40%
United States	49.50%	49.50%	24.20%

*US and Lucas County Info. From 2020 Census

In comparing our 2023 and 2024 data, several changes are evident across staff, board, and council of advisors demographics. For the staff, minority representation increased from 15.63% to 20%. The board’s minority representation grew from 35% to 39%. The Council of Advisors saw the most significant growth in minority representation, rising from 25% in 2023 to 36% in 2024. These shifts indicate a trend toward greater diversity.

2023 Data

Staff	Male	Female	Minority
32	50%	50%	15.63%
<i>Lucas County</i>	48.60%	51.40%	26.40%
<i>United States</i>	49.50%	49.50%	24.20%

*US and Lucas County Info. From 2020 Census

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

*US and Lucas County Info. From 2020 Census

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

*US and Lucas County Info. From 2020 Census

Community Engagement and Employment Initiatives

To further our commitment to diversity, WGTE Public Media has implemented several initiatives aimed at enhancing community engagement and providing equal opportunities for all:

- Internship Program: We continue to provide internships designed to help community members acquire skills necessary for employment in the broadcasting industry. Over the past year, interns participated in this program,

gaining hands-on experience in video and audio production, writing, and voicing content.

- Harassment Prevention Training: Every year, staff members complete training on harassment and discrimination prevention provided by the Corporation for Public Broadcasting. This training is part of our ongoing efforts to ensure an equitable and inclusive workplace.
- Community Podcasting Training: We organized a comprehensive podcasting training program for community members from diverse backgrounds. Participants received training in episode structuring, interviewing techniques, research methodologies, vocal coaching, and digital/audio editing, which equipped them to create their own content.
- Internal Staff Development: To enable our staff to advance within the organization, WGTE implemented a training program focused on developing skills in video production and editing. This initiative empowered our staff to take on new roles and responsibilities, furthering their professional growth.
- Diverse Recruitment Practices: We are committed to recruiting from a diverse pool of candidates by posting job openings on various job boards that are frequented by diverse applicants. Additionally, our formal process for nominating candidates for Governing Board positions ensures that the pool of potential candidates reflects the community's diverse population.

WGTE Public Media is dedicated to continuing prevention training, diverse recruitment practices, and community podcast training. In continuing these efforts, we can enhance diversity and inclusion within our organization. We believe that by fostering a culture of diversity, we can better serve our community.

Educational, Informational, and Cultural Content

At WGTE Public Media, we are dedicated to enabling personal development and civic improvement by educating, engaging, and empowering our community. It's a fundamental principle that guides our operations and interactions with the diverse populations we serve. We recognize that our strength lies in our ability to be a trusted, valued, dynamic, and essential resource for quality programs and information.

WGTE Public Media strives to provide educational, informational, and cultural content that informs, educates, and inspires our listeners and viewers. We offer local and regional news, arts, and events that present diverse subject matter and viewpoints. We strive to make a concerted effort to partner with organizations and institutions to create content for the unserved and underserved rural areas of Northwest Ohio and Southeast Michigan. We also offer opportunities for learning and dialogue through educational programs, community outreach, and audience engagement that address many elements of diversity represented in our local community.

By building on a culture that enhances community, WGTE's goal is to reflect, engage, and celebrate our viewers and listeners by producing programs that contribute to that end.

On FM 91, as a station that features locally programmed classical music, we strive to play music by composers of color and female composers. Many of those composers (and performers) are contemporary, partly due to our locally produced and syndicated radio series in conjunction with Bowling Green State University, which has a reputation for promoting and presenting contemporary composers who should be heard. Living American Composers: New Music From Bowling Green continued with the production of seasons 10 and 11.

Launched in August 2023, "Voices Around Us®" gives a 'voice' to creative thinkers in our community through podcasts featuring new voices and stories from our community. From mental health to developmental disabilities, agriculture to art, these podcasts cover a variety of topics coming straight from experts in our area.

WGTE - FM 91 syndicated series with the University of Michigan, "Conversations in African American Music with Dr Louise Toppin," traced music by African American composers William Dawson, Hale Smith, David Baker, Margaret Bonds, Undine Smith Moore, N. Clark Smith, and Eva Jessye, among others. The program, introduced in the fall of 2022, includes history and commentary (as well as the music) of African American composers and performers of the 20th and 21st centuries.

Overall, WGTE-FM explores the music and musicians who are often not well-represented by classical radio stations. In doing so, we bring an important catalog of music to light, serving the listeners in our community.

WGTE offers a variety of weekly and monthly public affairs programs. We continued with the production of seasons four and five of Business | Life 360 with Kristi K, which provides insight from successful business professionals and then offers a glimpse of their life outside of the business world. "To The Point with Doni Miller," a weekly program that premiered February 2023, explores issues facing the community and challenges viewers to explore these issues through a different lens. In the fall of 2023, WGTE collaborated with local journalist Keith Burris to address current and relevant issues in our region on "Listening," where the answers are more important than the questions.

"Rethinking Jails + Justice," a collaboration with WGTE, The Board of Lucas County Commissioners, and the John D. and Catherine T. MacArthur Foundation Safety + Justice Challenge, launched a 5-part radio series hosted by Jerry Anderson that discusses the community's most pressing questions from the Rethinking Jails + Justice live Town Hall event held January 2023. This is part of a 10-episode podcast and 60-minute documentary initiative that examines and challenges conventional thinking about over-incarceration that adversely and disproportionately affects racial and ethnic minorities.

WGTE's "Toledo Stories" series is at the core of our mission as a public broadcaster: to educate, inform, engage, and entertain. We collaborate with local partners to preserve history, educate, engage, and entertain our local community and beyond. These documentaries celebrate and document the people, places, and moments that built

Northwest Ohio and Southeast Michigan into the strong and vibrant region we live in. We premiered two new documentaries in both 2022 and 2023.

Knowledge Stream provides access to an online archive of video-on-demand multimedia resources for the public and educators anytime, anywhere, anyhow. These recorded lectures throughout our region engage the public and educational communities by enabling them to use free, accessible materials easily and efficiently.

WGTE continues to search for new ways to serve and connect to the community in meaningful ways that lead to positive results. In almost all cases, we survey participants to obtain feedback, and that provides us with data about the success of our efforts and identifies ways by which we can improve future projects.

WGTE Public Media remains steadfast in our commitment to fostering diversity, equity, and inclusion in every aspect of our organization. Our progress over the past year reflects a significant dedication to increasing representation and ensuring that all voices are heard and valued. As we continue to build on these efforts, we recognize that our journey toward true inclusivity is ongoing. We will persist in our work to engage with and reflect the diverse communities we serve, understanding that by embracing these principles, we can enhance the quality of our content and deepen our impact on the community.