



## WDNA Diversity Statement

WDNA is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment and to enhance its ability to effectively serve the public. WDNA fosters a climate that is grounded in respect and inclusion, support positive workplace environments, promote excellence, and cultivate the intellectual and personal growth of the entire WDNA community.

WDNA is committed to to equal opportunity, affirmative action and diversity.

### WDNA's Diversity Goals

- To recruit and retain a diverse workforce that is representative of its service area.
- To provide equal opportunity in employment.
- To educate its management and staff in best practices for maintaining an inclusive and diverse environment for all persons.

### WDNA Diversity Practices and Initiatives

- WDNA is committed to diversity and equal employment opportunity in every aspect of personnel policy and practice including: recruitment, selection, placement, training and advancement of employees.
- Recruitment for employment opportunities at WDNA takes place through an open and fair process.
- WDNA job postings are submitted to professional minority organizations consistent with its established FCC EEO program with the goal of attracting a diverse candidate pool. Special effort will be made by WDNA management and search committee members to recruit minority candidates.
- WDNA management and other appropriate staff will attend training seminars or workshops in order to learn ways to create a more diverse workforce and to maintain a culture of respect and non-discrimination. WDNA management will review practices designed to fulfill WDNA's commitment to diversity and to meet applicable FCC guidelines, as documented in WDNA's annual FCC EEO Report and its annual Diversity Report.

### Diversity at WDNA

WDNA has 8 permanent members of its public radio staff. Women comprise a total of 25% of WDNA's permanent staff, Hispanics comprise 37%, and Black 25% and will continue to recruit diverse candidates for future open positions. WDNA's staff generally reflects the demographic makeup of its listening area.