



WEDU DIVERSITY STATEMENT

Florida West Coast Public Broadcasting, the licensee of WEDU, is steadfast in its commitment to practices and policies that embrace and encourage diversity and equity in its programming and its people. The unique perspectives of our workforce foster a broadened understanding of the communities we serve. We are committed to fostering, cultivating and preserving a culture of diversity and inclusion, in the governing Board of Directors, the Community Advisory Board and the organization's employees, interns and volunteers to better fulfill our mission.

WEDU embraces and encourages board members' and employees' differences in age, disability, ethnicity, family or marital status, gender identity, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make people unique.

WEDU's diversity initiatives are applicable – but not limited – to our practices on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment that supports diversity.

As another important element to its public media work, WEDU celebrates the diversity in our communities with special programming throughout the year for Black History, Hispanic heritage, Asian Pacific heritage, Native American Heritage and Gay and Lesbian pride. During the past year, WEDU's local productions included many related to diverse communities, including its ongoing *WEDU Arts Plus* weekly series, highlighting local arts organizations, and sharing a diverse range of cultural and educational experiences. Each episode contains features of local arts and culture and is hosted by one of a multicultural trio of hosts. WEDU also provided two local screenings for the PBS production of *Native American* in October and November 2018. These screenings were held in Tampa and Bradenton FL allowing us to reach more than one community and viewing area. At each event there were two panelists from Native American tribes to answer audience questions.

As of February 2019, 53% of WEDU's 52-member workforce is female; 31% of our workforces are members of minority groups. The composition of the staff has remained consistent or slightly more diverse in the past two to three years. We are focused on our recruitment sources to achieve a diverse slate of candidates for all positions, and to continue to reflect the makeup of our communities.

Members of WEDU's Board and Community Advisory Board are drawn from the area's business, academic, community and volunteer organizations. WEDU continues to review recruitment practices for the Board and CAB to determine whether these practices accomplish the inclusion of diverse candidates for Board election slates.

WEDU is planning an annual Diversity seminar for the entire staff in the second quarter of 2019.

Corporation for Public Broadcasting

This report was created to comply with the Corporation for Public Broadcasting's requirement that stations receiving funding under the Community Service Grant complete an annual Diversity and Inclusion Report. The report is publicly available at www.wedu.org/about/publicfiles

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