

West TN PBS (WLJT) Diversity Statement

Adopted 2023

At West TN PBS we foster an environment that embraces everyone. From our employees to our viewers – you matter to us. We believe that by embracing each of our individual differences, life experiences, and capabilities we will make our world a better place for all of us. We all have more work to do to advance diversity and inclusion but, if we are moving forward, we are moving in the right direction.

West TN PBS cares about our employees feeling valued, respected, and included. By empowering our staff, we will attract additional talented, diverse staff representing different ethnic, cultural, religious, and family unit backgrounds. Today's staff and board members reflect households ranging from marital units of the same sex to families of unmarried adults with children to single parental units to individuals and traditional family units; and, cultural backgrounds including Caucasian, African – American to Native American. These factors are important to West TN PBS fulfilling its mission to serve our community. We feel the diversity of our staff will help us ensure the diversity of our programming and outreach events. It is there that we will truly make a difference in our community.

It is core to our PBS mission that our audience reflects the diversity of US citizens with respect to race, ethnicity, income, and geography. It is also important for our children to see themselves represented on PBS KIDS, through characters and stories, and we have a commitment to embrace this diversity behind the camera as well.

To increase diversity, in the next year, we at West TN PBS are committed to:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs, whenever possible.
- Encouraging diversity in our job applicants and interviewing at least one minority for each position, when related applications are submitted.
- Participate in minority or other diversity job fairs, whenever possible.

Since 2021 West TN PBS has increased the number of minority members of our Governing Board from 13.3% to 16.67% and our Community Advisory Board percentage of minority members has increased from 11.11% to 33.33%. We will continue to engage our diverse community with open eyes and open doors always looking toward our future.

At West TN PBS our employees are expected to:

- Treat others with dignity and respect.
- Exhibit conduct that reflects inclusion.
- Successfully complete annual diversity awareness training.

Any employee exhibiting any inappropriate behavior towards others may be subject to disciplinary action. All employees who feel they have been discriminated against in any way should seek assistance from a supervisor or the General Manager, without hesitation.

It is the responsibility of all board members (WTPTC and CAB) and all employees to comply with this policy and to report violations in accordance with this policy.

Policy reviewed and adopted by the West Tennessee Public Television Council Board of Directors on November 3, 2023.