

Diversity, Equity & Inclusion (DEI) at WCTE PBS

Upper Cumberland Broadcast Council (UCBC) and WCTE PBS Diversity Goals

- Seek diversity in governance, leadership, staffing, content, education, and community engagement.
- Create a culture of appreciating and accepting diversity within all parameters: genders, ages, ethnicities, cultures, religions, national origins and economic statuses.
- Recruit excellent, qualified WCTE PBS staff and leadership from the broadest possible pool of potential candidates.
- Recruit and elect UCBC and Community Advisory Board (CAB) members to achieve balanced representation from different Upper Cumberland localities, ethnicities, genders, and age groups.
- Establish a practice of diversity training for UCBC, CAB, WCTE PBS Leadership Team, Staff and Volunteers.
- Participate in Upper Cumberland minority or diversity events and job fairs.

WCTE's Diversity Statement

Diversity is central to WCTE PBS's mission, vision and values. Public media works to maintain a workplace environment that recognizes and celebrates the power of diversity. Diverse perspectives foster a broader understanding of the community we serve and strengthen our organization to reach higher goals. WCTE PBS fosters fair and equitable treatment, access, opportunity, inclusion and engagement for everyone. WCTE PBS seeks an excellent, diverse workforce through the distinct personality and capability of each individual within the group.

On a personal level, an individual's diversity is defined by their cultural and personal differences, as well as life and professional experiences. WCTE PBS believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, sexual orientation, physicality, education and socio-economic status. Embracing diversity is not only important for the WCTE PBS staff but for every

member of our organization, including our governing and community advisory boards. By understanding and celebrating differences, WCTE PBS demonstrates its commitment to treating all stakeholders -- employees, board trustees, partners, volunteers, viewers, and the community as a whole -- with fairness, respect and inclusion.

WCTE PBS is committed to its workforce representing our communities, with diversity in race and ethnicity, gender, sexual orientation, religion, age, socio-economic status, etc.

UCBC's bylaws dictate a commitment to diversity by seeking to nominate persons who reflect the geographical diversity of our region and the diverse characteristics of the population served.

WCTE PBS's CAB summary document also states that CAB members "shall represent the diverse needs and interests of communities served by WCTE PBS."

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