

## Diversity Statement of APR

APR is committed to ensuring that its workforce and governing boards reflect the diversity found in the communities it serves.

Central to Aspen Public Radio's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity.

Aspen Public Radio strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization. Additionally, the Corporation for Public Broadcasting's (CPB) Diversity Eligibility Criteria requires public media organizations to adopt formal goals for diversity and to report annually on steps taken to work toward those goals. These actions are required for all stations receiving Community Service Grants funds (CSG).

To that end, Aspen Public Radio has set the following diversity goals:

- To recruit and retain a diverse workforce that is representative of our service area including a range of age, gender and cultural backgrounds that are typical of our region of Western Colorado.
- To provide equal opportunity in employment.
- To educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek candidates for Aspen Public Radio's Community Advisory Board that represent the geographically and demographically diverse composition of the many communities we serve.
- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for Aspen Public Radio's internship opportunities and/or by participating in minority or other diversity job fairs.

Our current staff ranges in age from 24-72 and is 75% female, 25% male, all are Caucasian. The past two years have seen no change in the demographic statistics of the staff.

In the coming year (2019) Aspen Public Radio will continue to explore new opportunities for achieving and promoting diversity and to monitor and evaluate our success. This means Aspen Public Radio will always meet the standards of federal and state law, Aspen Public Radio's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

For more information on Aspen Public Radio's EEO Outreach and EEO Activities, please visit Aspen Public Radio's online public file at [www.aspenpublicradio.org](http://www.aspenpublicradio.org)