

## **Diversity Goals for Spokane Public Radio:**

SPR is committed to ensuring that the station's workforce and the governing board reflect the diversity found in the communities we serve. SPR recognizes the power of diversity to enhance and enliven the cultural life and civic discourse of our listening areas and to inform our own values and service.

While recognizing a very slow staff turnover in the last decades of SPR's operation, SPR nevertheless seeks a diverse workforce and board both through representation and skill set. As the demographics of our region, state, and country change, so too shall our listeners. With every change in our staffing, SPR strives to maintain reasonable representation across race, age, gender and other demographic lines.

SPR believes that diversity considerations extend beyond race and gender. Currently our oldest staff member is 74, and our youngest is 16. While our current facility is difficult for the physically challenged, the new facility to be brought into service in 2015 will be American Disabilities Act (ADA) compliant.

SPR is an equal opportunity employer and strives to recruit a diverse work force and explicitly forbids discrimination or harassment on the basis of race, color, national origin, religion, sex or orientation, age, disability, and marital status.

## **Diversity Statement**

### ***Elements of diversity***

It is part of SPR's mission to help broaden and deepen community dialogue about issues of diversity both locally and nationally. Distinctive categories include: Race and Ethnicity, Culture (as defined by various but integrated components of national origin, religion, values, behavioral norms, etc.), Age/Generational, Gender, Sexual orientation/Gender Identity, Geography, Ideology, Socio-Economic Status, Education Level, Physicality/Disability, Mental Health, Veterans' Affairs.

### ***Extent to which staff and governance reflect diversity***

Spokane Public Radio is committed to full and positive compliance with all applicable federal and state laws and policies regarding discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability or status as a disabled veteran, equal employment opportunities and affirmative action.

### ***Progress made to increase diversity***

SPR reflects the diverse cultural, ethnic and socio-economic make-up of Spokane and the Inland Northwest.

- SPR employees range in age from 16 (intern) to 71, with a median age of 49. Our oldest employee just retired in the summer of 2014 at the age of 76.
- 58% of SPR employees are female, 42% male.
- The racial/ethnic diversity of the SPR staff consists of 92% white or Caucasian, 4% Asian or Pacific Islander and 4% Hispanic.
- Of the 6 employees that make up the senior management team, 2 (40%) are female and 4 (60%) are male. Four are white/Caucasian, one is Hispanic, and all are over 50 years of age.
- As of this date, our governing board consists of 10 members (with the President and GM ex-officio). Of these, three are female and seven are male. Two the men are of Hispanic descent.
- In the last year, three women and one man have left when their term limits were up.
- This year, three new board members were added: One woman, and three men (two of Hispanic descent).

### **Community Advisory Board**

Spokane Public Radio has just convened its first formal Community Advisory Board where formerly a more public meeting/open house was convened annually. The new board consists of 6 women and 4 men.