

## NORTHWEST PUBLIC RADIO GOAL OF DIVERSITY POLICY

Being a part of Washington State University (our licensee official), we support their policy. <http://diversityeducation.wsu.edu/mission-statement/> The values expressed in the statement outline our expectations for our stations and employees to enhance an environment of inclusion and respect for every culture, ability, identity, religion, ethnicity, language, gender, age, & sexual orientation for us and the communities we serve.

We echo WSU's goal of embracing an environment of diversity, integrity, and transparency.

- Be a responsible enterprise known for best practices and high ethical standards and for providing an exemplary environment for scholarship, learning, and work.
- Create a station culture in which diversity is the norm.

Our station's practices for fiscal year 2014 (7/1/13—6/30/14) to meet the FCC guidelines:

- Interview at least one diversity candidate for all radio searches during the fiscal year.
- Interview at least one diversity candidate for any leadership position.
- Advertise any open search in publications or websites to garner more diversity candidates.

### Hiring Goal:

To assure candidates of diversity are given the opportunity to become part of our station.

### Hiring Guidelines:

WSU's personnel office assures our compliance to their WSU EEO & AA policy on every hire.

[Equal Employment Opportunity and Affirmative Action Policy](#)

### Implementation of formal diversity training.

- Bring WSU's diversity training to the station  
[Diversity Education - Diversity Education](#)

### NWPR Annual Diversity Initiative:

Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education.