

## **Diversity in the Workplace**

### **WDIY – 88.1 FM – Lehigh Valley’s Community NPR Station**

The Board of Lehigh Valley Community Broadcasters Association, Inc. the Community Advisory Board, the staff and volunteers at WDIY 88.1 FM are committed to diversity and to meet the applicable FCC guidelines (FCC’s 47 CFR & 73.2080).

The elements of diversity that WDIY 88.1FM finds important to its public media work are:

- A mix of ages, genders, cultural backgrounds and other indicators that are typical of the Lehigh Valley.
  
- Geographic representation that broadly includes our listening area.

#### **The extent to which WDIY’s staff and governance reflect such diversity:**

The following is from the 2010 census data for the Lehigh Valley (Northampton and Lehigh Counties), the main geographical areas covered by our broadcast signals:

1. White: 82.4%
2. American Indian: 0.3%
3. Hispanic: 15%
4. Black: 5.6%
5. Asian: 2.7%
6. All Other: 9.0%

According to Census (<http://quickfacts.census.gov/qfd/states/42/42077.html>) Hispanics may be of any race, so also are included in applicable race categories.

#### **Gender Data 2010**

Male – 314,698

Female – 332,534

There is a close to 53/47 gender split (female/male) in the Lehigh Valley.

**Staff:** As of October, 4, 2016 a total of six full time staff members work for WDIY 88.1 FM.

Two are female and 4 are male. Of the staff members who make major programming decisions 33% are female (1) and 64% male (2). The average age of the full-time staff is 50.

**Governing board:** There are 17 Board members. 30% percent (5) are female and 70% (12) are male. The president of the Board and the Treasurer are female.

**Community Advisory Board:** There are ten CAB members: 6 females and 4 males.

**WDIY 88.1 FM and Diversity:**

The following initiatives help increase our diversity now and in the future. Our policies and bylaws identify the people we seek to serve as residents of the Lehigh Valley, independent of race, creed, age or political affiliation.

**On-air volunteer training programs:**

WDIY 88.1 FM has 100+ on-air news, public affairs and music volunteers. We have 10+ volunteer public affairs producers, co-hosts and community members involved with our programming. WDIY offers volunteer training classes on an on-going basis, free of charge, promoted on-air, open to all of the community. Training at WDIY teach professional radio skills that have led to jobs/on-air opportunities at this station and elsewhere.

Internships: WDIY works with our local Colleges and Universities to provide internship opportunities to students.

**Hiring:**

Hiring decisions will continue to be based on our assessment of the best candidate for the job. As is required by the FCC's EEO policies, job openings will be broadly disseminated to achieve as diverse a pool of candidates as we can for each position opening. Whenever appropriate, diverse candidates will be included in job interviews.

We endeavor to attract and equally welcome Board Members, employees and volunteers of different backgrounds and all protected classes, including age, gender, race, color, nationality, religion, familial status, veteran status, disability, genetic information, and sexual orientation.

Our governing and community advisory boards promote and reflect diversity. Our organization is in compliance with federal, state and local laws on diversity and Equal Employment Opportunity.

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