

## Diversity Statement: 89.1 WEMU-FM Public Radio

---

Eastern Michigan University will provide a collaborative, welcoming and supportive culture where differing ideas, behaviors and backgrounds contribute to the educational experience that includes a global and multicultural perspective enhancing the individual, society and the world.

WEMU-FM Public Radio (WEMU), a department within the Division of Communications at Eastern Michigan University, is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment, and to enhance our ability to effectively serve the public as a media organization. Diversity at WEMU encompasses our differences, including, but not limited to, race, ethnicity, gender, age, sexual orientation, religion, socio-economic status, physical ability, national and geographic origin, marital status, and veteran status.

WEMU is licensed to the Board of Regents of Eastern Michigan University. The Board's statements on Equal Employment Opportunity and Affirmative Action reflect state and federal law as well as the University's and Board's commitments to these policies. They can be found in the Board's policy manual here: <http://www.emich.edu/policies/policy.php?id=42>

WEMU's hiring policy is summarized by the following statement: *It is the policy of Eastern Michigan University, in recognition of the essential rights of all employees and applicants as individuals, to recruit and hire in all job classifications without regard to race, color, religion, creed, sex, age, national origin, ancestry, marital status, veterans status or physical or mental disability as provided for and to the extent required by state and federal statutes. Further, it is the policy of the University to take affirmative action to ensure that all personnel actions such as rate of compensation, promotion, retirement, transfers, fringe benefits, layoffs, return from layoff, University training programs, social and recreational programs are administered without regard to race, color, religion, creed, sex, age, national origin, ancestry, marital status, veterans status, Vietnam-era veterans status, non-relevant mental or physical disability or any other protected status as provided for and to the extent required by state and federal statutes. Finally, it is the policy of the University to recruit, hire and take other personnel actions in all job classifications without regard to sexual orientation, gender identity or expression.*

Information about the University's non-discrimination policy and its affirmative action programs are communicated periodically to all employees through University publications and other media, such as, but not limited to, email, postings at [www.emich.edu](http://www.emich.edu) and WEMU. In addition, all postings for open positions include verbiage indicating the University's policies on Equal Employment Opportunity and Affirmative Action.

WEMU utilizes a wide variety of methods to recruit a diverse pool of applicants when positions become available. This includes online and print publications (including minority journals), job fairs such as the MAB Great Lakes Conference Job Fair in Lansing, MI, and employee word-of-mouth. The WEMU staff has been traditionally stable with little turnover, so open positions are

fairly rare. When the opportunity arises, all qualified applicants are given equal consideration in the hiring process. WEMU's recruitment and outreach efforts have resulted in the successful hiring of a diverse group of temporary staff and student employees representing a wide variety of races and cultural backgrounds.

### **WEMU Diversity Goals**

- To recruit and retain a diverse workforce that is representative of our service area.
- 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 assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry, by recruiting diverse candidates for WEMU student opportunities and by participating in minority or other diversity job fairs.

### **Diversity Policy Practices and Initiatives**

WEMU will review with the University officials those practices that are designed to fulfill our commitment to diversity and to meet the applicable FCC guidelines. These practices are described in the following points and are outlined in the FCC Form 396 Narrative Statement as filed with the Station's license renewal.

- WEMU is committed to diversity and equal employment opportunity in every aspect of personnel policy and practice including: recruitment, selection, placement, training and advancement of employees.
- Recruitment for all employment opportunities at WEMU takes place through an open and fair process following the guidelines of the Eastern Michigan University office of Diversity and Affirmative Action and University Human Resources.
- WEMU job postings are submitted to professional minority organizations, such as NABJ and NAHJ, and special efforts are made by management and search committee members to recruit minority candidates by email and the internet. Interviews of qualified candidates are held with the goal of achieving or maintaining diversity.
- WEMU will complete longer-term recruitment initiatives as required by FCC-EEO Rule 47 C.F.R. 73.2080. These initiatives, such as attending job fairs, establishing internship programs, and participating in programs sponsored by educational institutions relating to broadcasting career opportunities, are reported in the FCC EEO Annual Report.
- Seminars or workshops will be provided annually to WEMU managers and other appropriate staff on ways to create a more diverse workforce and to maintain a culture of respect and non-discrimination. Presentations will be made by Eastern Michigan University Human Resources or other professional sources. WEMU management will also review practices designed to fulfill WEMU's commitment to diversity and to meet applicable FCC guidelines, as documented in the FCC EEO Annual Report.