

Northern Public Radio Diversity Statement

As an outreach and engagement function of Northern Illinois University (NIU), Northern Public Radio (NPR) is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment and to enhance its ability to effectively serve the public.

NPR embraces the policies and procedures set forth by NIU's Center for Diversity Resources (CDR). The CDR "staff coordinate traditional diversity activities such as monitoring affirmative action compliance, complaint investigation and overseeing employment searches. It also conducts networking, recruitment, advocacy and mentoring programs to help further the positive diversity climate at NIU."

<http://www.hr.niu.edu/ServiceAreas/DiversityResources/Center.cfm>

NPR supports and follows NIU's nondiscrimination policies, ethics policies, and commitment to equal opportunity, affirmative action and diversity.

NPR Diversity Goals

- Seek to establish diversity in staff and associated advisory/fundraising boards that reflects the diversity of the population served throughout northern Illinois and southern Wisconsin.
- Provide equal opportunity in employment.
- Educate management and staff in best practices for maintaining an inclusive and diverse environment for all persons.

NPR Diversity Practices and Initiatives

- NPR is committed to diversity and equal employment opportunity and recruitment for employment opportunities at NPR takes place through an open and fair process consistent with NIU Human Resource Services guidelines.
- NPR job postings are submitted to professional organizations with the goal of attracting a diverse candidate pool.
- NPR is seeks to reflect the community we serve in the staff, leadership and volunteer roles associated with the station.

As of September 1, 2016 NPR's gender/ethnic composition is as follows:

-Full Time Paid Staff (20 employees): 8 women, 12 men; 1 minority

-Part Time Paid Staff (11 employees): 3 women, 8 men; 0 minority

-NIU Board of Trustees (8 members): 1 women, 7 men; 4 minority

NPR is licensed to the NIU Board of Trustees, which has governance responsibilities that are not specific to or limited to broadcast stations.