

*The Classical Network and Mercer County Community College (MCCC) are committed to equal opportunity and affirmative action. Discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality, political views, religion, disability unrelated to job or program requirements or any other characteristic protected by law is prohibited.*

## **OVERVIEW**

The goal of the stations owned by Mercer County Community College is to reflect the rich diversity of the communities we serve in all respects, including race, creed, nationality, age, gender, and other forms of diversity.

We strive to go beyond equal opportunity practices and to practice true affirmative action, seeking candidates who reflect our communities' rich diversity and training them to use the broadcast stations of MCCC to give voice to their interests. The Station has in place an operational community outreach program that has been utilized in filling all full-time and part-time vacancies.

The College, as the Station's licensee, also holds job fairs and community events that present educational information on broadcasting careers on the campus of MCCC. As part of the Station's program of radio career promotion, the Station offers internships for students enrolled in MCCC.

Our JazzOn2 stations (WWFM HD2, WWNJ HD2)) play a critical role in recruiting and training diverse members of the community. JazzOn2 then provides them with programming time to give voice to their interests.

## **CURRENT STATISTICS**

At this time, autumn 2018, our full time station staff of five consists of four females, one of whom is African American, and one male. We do not anticipate any shift in those numbers in the coming year. Most recently, we have hired a new female employee to join our roster of part-time employees.

Four persons on our full time staff reasonably fit the EEO description of a protected class employee. One of five part time staff members also fits the EEO description of protected class workers. In addition, we are currently working with an African American MCCC student through the College's Work-Study Program, and during August of 2018 mentored a student volunteer who qualifies for the Americans with Disability Act.

## **STAFF/MANAGEMENT DIVERSITY GOALS**

In reviewing our annual CPB reports on diversity, we see a need to continue to increase our community representation in the following areas:

- 1) Racial diversity: we are not yet at parity with community percentages.
- 2) Age diversity: we need to find and train younger broadcasters and classical musicians. Our current staff is almost entirely over age 45. While the over-45 worker is a protected class worker not noted in our other statistical analysis (and also a diversity strength), the age skew of our staff concurrently creates a diversity weakness for our future and for our communities.
- 3) Creating access for emerging cultures in the communities we serve, since we serve some of the most culturally dynamic areas of the United States.

As job openings occur, we will focus on finding and interviewing applicants who have the potential to increase our diversity in the target areas.

#### **BOARD GOALS**

We have limited ability to achieve diversity at the board level. MCCC's board is appointed by elected officials and bodies, and we have no input in to that process. However, the current MCCC Board exhibits strong diversity.