

The Classical Network Diversity Goals

The Classical Network and Mercer County Community College 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 the College. As part of the Station's program of radio career promotion, the Station offers internships for students enrolled in the College.

Our JazzOn2 stations (WWFM HD2, WWNJ HD2, WWPJ HD2, and WWCJ 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, our fulltime station staff of seven is 71% female, with 66% of management positions filled by females. We do not anticipate any shift in those percentages in the coming year.

Five persons on our fulltime staff reasonably fit the EEO description of a protected class employee. Four of ten part time staff members also fit the EEO description of protected class workers.

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 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 these target areas.

BOARD GOALS

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