



Diversity Statement

Diversity Goals

Boise State Public Radio is committed to ensuring that its workforce and governing boards reflect the diversity found in the communities it serves. Central to Boise State Public Radio's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. Boise State Public Radio strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

Additionally, the Corporation for Public Broadcasting's (CPB) Diversity Eligibility Criteria requires public media organizations to adopt formal goals for diversity and to report annually on steps taken to work toward those goals. These actions are required for all stations receiving Community Service Grants funds (CSG).

To that end, Boise State Public Radio has set the following 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 seek candidates for Boise State Public Radio's Community Advisory Board that represent the geographically and demographically diverse composition of the many communities we serve.
- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for Boise State Public Radio's internship opportunities and/or by participating in minority or other diversity job fairs.

Boise State Public Radio will continue to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success. This means Boise State Public Radio will always meet the standards of federal and state law, Boise State Public Radio's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

For more information on Boise State Public Radio's EEO Outreach and EEO Activities, please visit Boise State Public Radio's online public file at www.boisestatepublicradio.org.



Mission

Produce, acquire and distribute distinctive programs and services that stimulate, educate, inform, and entertain those we serve using all appropriate media. Reach out to the community through strategic partnerships. Enable listeners to learn about issues and ideas that affect our communities, our nation, and our world.

Vision

We will build a stronger community-centered broadcasting organization by focusing the station's new and existing resources where our listener and membership base is the strongest. Our goal is to build a more effective service emphasizing national and local programming that deepens the relationship between us and our listeners.

Values

Integrity- We demonstrate honesty, trust, and credibility.

Tolerance- We embrace our differences in ideas and processes; we respect each other's opinions.

Professionalism- We care enough about our jobs to train and aspire to the highest standards of our professions.

Transparency- We strive to be proactive and open in all of our communication processes.

Respect of our co-workers- We aspire to develop a climate of mutual respect in our working environment.

Respect of our audience- We aspire to meet the life-long learning needs of our audience, treating them as valuable partners in our production process.

Boise State Public Radio's **Community Advisory Board's bylaws** reinforce our dedication to diversity by stating "The Board is to be regionally and culturally diverse and representative and is to provide overview and guidance with the objective of providing a high quality public radio product to the Network's coverage area."

Job opportunities are sent to local and national diversity organizations including, but not limited to: Insight into Diversity, Diverse Issues in Higher Education, Hispanic Outlook in Higher Education, Women in Higher Education, Hero to Hired, and Mountain Home AirForce Base. More information about our employment recruitment sources and efforts can be found in our annual EEO Report, posted on the Public Files page of www.boisestatepublicradio.org.



Activities and Initiatives

Training

Employee essentials workshops are conducted by the University. The series includes sessions on promoting human rights and equality. Boise State Public Radio employees participate in annual Diversity and Inclusions trainings.

Hiring

Boise State Public Radio will continue to explore new opportunities for achieving and promoting diversity and to monitor and evaluate our success. This means Boise State Public Radio will always meet the standards of federal and state law, Boise State Public Radio's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria. Our workforce represents our communities, with a wealth of diversity in race and ethnicity, nationality, gender, sexual orientation, age, disability, socioeconomic status, etc.

Student Employees

Boise State Public Radio currently employs 10+ University students. The program is intended to provide students with professional experience in various aspects of public radio.

Mentoring and Internship Opportunities

Boise State Public Radio is in the process of creating a diverse internship program for students who are interested in pursuing a career in journalism.

Community Conversations

Boise State Public Radio hosts four Community Conversations (discussions/forums) annually. This allows us to remain true to our missions; to build a stronger community-centered broadcasting organization and deepen the relationship between Boise State Public Radio and our listeners. Topics are selected based on current issues facing the community.