

WFSU PUBLIC MEDIA
Television and Radio
Organizational Diversity Goals

WFSU Public Media is committed to a work environment in which all employees are treated with respect and dignity. WFSU is licensed to Florida State University and as such follows the policies set forth in the **EQUAL OPPORTUNITY AND NON-DISCRIMINATION STATEMENT** dated January 2022:

Florida State University (University) is an equal opportunity employer and educational provider committed to a policy of non-discrimination for any member of the University's community on the basis of race, creed, color, sex, religion, national origin, age, disability, genetic information, veterans' status, marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status. This policy applies to faculty, staff, students, visitors, applicants, and contractors in a manner consistent with applicable laws, regulations, ordinances, orders, and University policies, procedures, and processes.

WFSU Diversity Mission Statement:

To cultivate an organization representing a wide variety of individuals and differences at all levels, in an environment that engenders respect and provides opportunities for individuals to achieve their full potential as organizational goals are met.

WFSU Diversity Goals:

- WFSU will strive to create and maintain a culture that embraces diversity and inclusion, based on the belief that diversity considerations extend beyond race and gender and encompass all differences.
- WFSU recognizes that while visible diversity is a benchmark, the organization will strive to include the unique skills and talents of each individual.
- WFSU will recruit and retain a diverse workforce by actively promoting employment opportunities and advancement through channels and avenues aimed at reaching a diverse pool of current and potential employees.
- WFSU will provide diversity and inclusion training and educational opportunities for all management and staff to cultivate an environment of acceptance and understanding.
- To review and if needed update the WFSU diversity statement and goals.

WFSU's Ultimate Goal Is To Create and Maintain a Professional Environment So That:

- The work environment is such that each employee is positioned for success in pursuing and realizing their full potential within the organization.

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- All stakeholders (staff, students, volunteers, visitors and audiences) have the opportunity to be included and to do their best work for the organization in order to realize the common goal of organizational excellence.
- A climate exists that encourages respectful discourse on diversity and creates opportunities for interaction and cross group learning.
- All employees are included in work that supports the organization's mission, vision and values, while recognizing each individual's uniqueness and creativity.
- The organization is known as a place where opportunities exist for the professional development and advancement of all employees.

WFSU's staff demographics are approximately 63% white/non-Hispanic and 37% persons of color – including WFSU's HR Manager. There is essentially an equal male/female split for both management and total staff.

FSU's Board of Trustees (WFSU's Governing Board) is 67% white/non-Hispanic and 33% persons of color.

Progress in 2023 and Plans for 2024:

WFSU serves a diverse community. In fact, the city of Tallahassee (the primary metro area for WFSU's coverage) is approximately 40% African American population. That being said, from late 2022 thru mid-2023 WFSU produced a 6-part podcast series titled: "Not So Black And White – A Community's Divided History" <https://wfsu.org/nsbw/not-so-black-and-white-tallahassee-leon-county-divided-history>.

This project is the perfect example as to why recognition of the elements of diversity is important to the work of public media and WFSU. To date, the project has had more than 160,000 downloads.

The series is a first-of-its-kind for this region – an extensive look at racial history, what has the community done (or not) over the past 50 years to deal with inequities and divisiveness. Captured through the voices of people in the community who share their stories surrounding education, the church, employment and "the other side of the tracks."

Two final episodes remain for the series, slated to be produced and distributed in late 2023 or early 2024.