

OETA Diversity Policy

OETA strives to be trusted providers of news, educational, and cultural programming that serves the needs of our diverse nation and reflects our local community. At OETA, we make efforts to ensure that every voice is included, and that everyone feels they belong.

One way that OETA shows its commitment to inclusivity is to recruit, hire, and retain a diverse workforce. Diversity includes the elements of gender, sexual orientation, age, race, ethnicity, culture, religion, national origin, disability, and economic status. OETA encourages filmmakers and storytellers to reflect the nations' vast and diverse communities with the content that our station provides.

To achieve this mission/goal, the Corporation for Public Broadcasting (CPB) requires that each public media station annually reviews and meets all the requirements of the Community Service Grant (CSG) to receive funding.

OETA pledges to:

- Annually review and make any necessary revisions to our diversity goal for the workforce, management, and boards.
- Maintain a diversity statement that is most important to the community that OETA serves.
- To provide equal opportunity in employment.
- To continue building a diverse workforce with our recruiting, hiring, and retention.
- Developing a diverse future workforce with internship opportunities to gain professional skills in the broadcasting/media industry and/or take part in job fairs in areas where a more diverse population can participate.
- Require all employees, officers, and interns to have training on harassment prevention and bias.

For more information on OETA's EEO Outreach and EEO Activities, please visit OETA's online public file at <https://www.oeta.tv/about/reports/>.