

# Prairie Public Broadcasting, Inc.

## Diversity Policy and Goals

### Policy

Prairie Public Broadcasting, Inc. (PPB) recognizes diversity as an attribute essential to fulfilling our mission of community service. Through its practices and policies, PPB strives to serve all groups and to value and respect all individuals in our community, regardless of protected status in law, to include:

- ✓ age
- ✓ appearance
- ✓ citizenship or national origin
- ✓ ethnicity
- ✓ geography
- ✓ gender, gender identity or gender expressions
- ✓ language
- ✓ marital or family status
- ✓ race
- ✓ religion, faith, or spirituality
- ✓ sexual orientation
- ✓ socio-economic status
- ✓ veteran status, or
- ✓ visible or invisible disabilities

### Goals

PPB's efforts to embrace the diversity of groups and individuals in the community will include:

- **Workforce** – Increase awareness of diversity in the workplace environment by offering internship and training opportunities to members of groups identified above.
- **Management and Supervision** - Management and supervisory employees will complete training in encouraging and managing workplace diversity.
- **Board, Radio Council, and Community Advisory Board** - The Nominating Committee of the respective PPB Boards will incorporate diversity in selection criteria while evaluating potential Board/Council members. Recruiting efforts will target increased diversity in all areas.
- **Prairie Public Hiring Committees** will attempt to interview at least one qualified diversity candidate for each senior leadership position hire. The term senior leadership position includes: CEO, COO, CFO, Chief Content Officer, General Manager, and other equivalent positions.

### Actions

Progress toward these goals is reported to the Board of Prairie Public Broadcasting at its regular meetings held in January, April, July, and October.

- **Workforce** – on-going progress.  
We have implemented diversity trainings and presentations for management, staff, and our governing Boards. We are often faced with issues of cultural sensitivity and appropriate protocol for travel in foreign countries as we often have projects that take place abroad. Management and supervisory employees have completed training in encouraging and managing workplace diversity. In addition, we continually include diverse groups in our internship opportunities at Prairie Public by working with the Universities within our region and elsewhere. These internship programs are designed to provide meaningful professional level experience in order to reflect the diversity of the communities we serve within the Prairie Region. Prairie Public's commitment to education is immense and we strongly value our dedication to a diverse organization and workforce.

- **Board, Radio Council, and Community Advisory Board** - on-going progress.  
The Nominating Committee of the PPB Board, Radio Council, and Community Advisory Board incorporates diversity in the selection criteria in evaluating potential Board members and presents a slate of candidates reflecting that effort for consideration by the Board at the Fall Meeting.
- **Prairie Public Broadcasting** completes an annual report of our organization's hiring goals, guidelines, employment statistics, and actions undertaken to satisfy this Diversity Policy. This report is posted on our organization's website ([www.prairiepublic.org](http://www.prairiepublic.org)), and it is also available for public inspection upon request at our Fargo, ND business location (207 5<sup>th</sup> Street N).

The PPB Board will annually review the organization's diversity policy and goals, and the organization will report progress on its goals to the public through its website.