

Diversity and Inclusion Annual Report

October 1, 2018-September 30, 2019

WMHT is an equal employment opportunity (EEO) and affirmative action (AA) employer. All employment is based on personal capacities and qualifications without discrimination for race, color, religion, sex, age, national origin, disability, or any other protected characteristic as established by law. The station takes steps to recruit and employ members of ethnic minority groups, women, veterans, and disabled individuals for all job classifications. Copies of periodic reports on the recruitment activities and employment profile of the station are contained in the Public Inspection File.

WMHT adopted a formal diversity policy in 2012, which has been reaffirmed each year since that date, consistent with its long held goal of achieving diversity in its workforce, management and Boards. The policy states:

Diversity in our workforce, management and boards is essential to our ability to serve our communities at the highest level and is an ongoing goal. We take a wide view of diversity, including, but not limited to any status protected by federal, state, or local law, in an attempt to create an environment that welcomes all forms of differences and is supportive of the core values we share.

During the past year the stations participated in diversity job fairs, actively engaged with a diverse community through a year round program of internships which created opportunities to a diverse set of participants and elected a diverse slate of candidates to its governing and community advisory boards. Employment statistics for the company as of 9/30/19 and an analysis of the composition of our Governing and Community Advisory Boards are included as an attachment to this report.

Our commitment to diversity goals is reflected in our strategies, practices and tactics as outlined in our Annual Plan which is reviewed and approved by the WMHT Board.

The relevant portion of the current year's plan states that WMHT will:

Ensure diversity in workforce, management and boards

- *Maintain policies, procedures and programs consistent with our commitment to diversity*
- *Review progress with Board each year*
- *Complete annual report on progress toward diversity goal and publish on website*
- *Implement diversity training for management and appropriate staff*
- *Include individuals representing diverse groups in internship programs*
- *Participate in minority or other diversity job fairs*

**WMHT Educational Telecommunications
Organizational Diversity**

As of September 30, 2019

Employment Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
21	84%	4	16%	20	87%	3	13%	41	85%	7	15%

Community Advisory Board Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
10	67%	5	33%	14	78%	4	22%	24	73%	9	27%

Board of Trustees Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
5	63%	3	37%	12	92%	1	8%	17	81%	4	19%