

CCBI Diversity Policy
Adopted by the Board of Directors - July 2012

CCBI has given a high priority to creating a truly multicultural, multiracial, gender-balanced public media organization receptive to cultural diversity. The future vitality of CCBI and other public media organizations depends on their ability to be responsive to and provide a welcoming climate for people of many cultures.

CCBI is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and success. Managing diversity makes us more creative, flexible, productive and competitive.

As part of CCBI's efforts to reach this goal, we strive to create and actively promote a welcoming and supportive environment in order to recruit, hire, retain and support a culturally diverse staff. Our policies and procedures concerning employee development are structured to encourage such diversity. Likewise, we strive to actively recruit a widely diverse Board of Directors and Community Advisory Board. Board and CAB members and employees are encouraged to actively promote such diversity and such welcoming environment for all. Efforts to achieve those goals will be favorably considered in evaluations.

We are also committed to creating and maintaining programming which incorporates the values of a multicultural and diverse community and that reflect the pluralism of the United States and the world society. This commitment is congruent with CCBI's stated mission.

Diversity Initiatives

As required by CPB,

1. The Board of Directors will review our practices to fulfill CCBI's commitment to diversity **annually, at the regular September board meeting**).
2. We will complete an annual report of the organization's hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility policy, and post that report on the station's website, **annually by September 30th, concurrent with the annual FCC-required EEO public file report**.
3. We will provide formal diversity training for the staff, Board of Directors and Community Advisory board at least once every two years **at dates and times to be determined by management**.
4. Of the CPB required options, the Nominating Committee of the Board of Directors will include qualified diverse candidates for at least 50% of the seats in the slate of candidates nominated for election by the members or appointed to the Board of Directors.