

NORTHWEST PUBLIC BROADCASTING DIVERSITY POLICY STATEMENT

June 10, 2025

Northwest Public Broadcasting (NWPB) is a trusted source of quality content. NWPB is dedicated to enriching our community by sharing and creating distinctive programs that engage, enlighten and entertain.

NWPB values and respects every person regardless of difference. We are committed to being a responsible organization known for best practices and high ethical standards by:

- Providing a healthy and supportive work environment for effective learning, scholarship, and professional development.
- Retaining qualified employees by creating a station culture in which a wide range of perspectives and experiences are valued.
- Producing content and airing programs that include the wide range of opinions and perspectives reflective of the communities in our region.
- Finding and maintaining opportunities for media professionals of all backgrounds to develop skills needed to succeed in public media.

Our Station's Practices and Goals for Fiscal Year 2025

- Provide supportive training and opportunities to existing employees and new hires, interns, and student workers to help develop skills and confidence.
- Clearly outline training and development opportunities upon hiring.
- Ensure that personnel actions (discipline, transfers, layoffs, etc.) are administered without regard to employee demographics or identity.
- Regularly conduct reviews for pay fairness.
- Clearly outline resources through NWPB and Washington State University for employees to address grievances, seek remediation and find support.
- Provide a clear path for growth and leadership opportunities within the organization.

Hiring Goal and Guidelines

To assure all candidates are given the opportunity to become part of our station, WSU's personnel office verifies our compliance to the [WSU Equal Employment Opportunity policy](#) with every hire:

Equal Employment Opportunity Policy:

- Advertise any open search in publications, websites and organizations that reach different populations to garner more qualified candidates. To the same end, work with community-based programs that reach a wide range of individuals.
- As an organization housed at Washington State University, take advantage of available university resources by encouraging search committee members to attend WSU's [search committee training](#), and provide access to WSU's [Recruitment Toolkit](#).

- Review practices within NWPB and put initiatives in place to reach and serve a wide range of candidates and employees from all backgrounds and experiences.
- Provide individuals that reflect the diversity of the communities we serve internships or work-study positions designed to provide meaningful professional experience and further public broadcasting's commitment to education.
- Station management will review internal practices to ensure continuing compliance with applicable FCC guidelines on an annual basis.