The Communications Act requires the Corporation for Public Broadcasting to support diverse non-commercial educational content for unserved and underserved audiences and to make public media’s content available for free to rural and urban audiences throughout the United States. Locally owned and operated public media stations are uniquely connected to America’s communities and positioned to reflect and serve the diverse and varying populations of their communities.

CPB encourages stations to continue to reflect and include their communities in station employment, membership on boards primarily responsible for station governance, community advisory boards (if required) and to provide educational, informational, and cultural content that meets the need of the community populations they serve. Station activities and practices in support of these objectives must be consistent with the Equal Employment Opportunity provisions in the General Provisions and with other applicable federal and state laws.

To affirm this ongoing commitment, stations are required to adopt a “Community Representation Statement” that documents their support of these goals and how they plan to achieve them. The Community Representation Statement must be posted on the station’s website or made available at its central office. Stations must biennially review their Community Representation Statements with their governing body and modify them as necessary to reflect significant changes in their communities’ populations served and their strategies to serve them.)

As a media organization, Public Radio Tulsa, KWGS/KWTU has a responsibility to reflect the issues, cultures and lives of Oklahomans and Tulsans. KWGS provides nonpartisan news coverage for the entire community, including historically underserved communities. KWTU, as a key voice in Tulsa’s fine arts community, broadens cultural understanding by exposing listeners to fine arts cultures across communities and cultures.

KWGS/KWTU is an equal opportunity employer. We strive to foster a diverse, equitable, and inclusive workplace, that in turn, reflects our program offerings, and outreach to our community. We believe that everyone deserves to feel welcome, safe and respected, regardless of their race, ethnicity, gender, sexual orientation, gender identity, disability, religion, socioeconomic status, or any other aspect of their identity. We conduct yearly training on diversity and inclusion; discrimination awareness; sexual harassment and Title IX; and ethical conduct in the workplace. We offer internships geared towards developing a pipeline of talent for public media, and the station participates in job fairs and other outreach in the community.

We are committed to being intentional in our recruiting and hiring of on-air talent, staff, and community producers to include people from all backgrounds. We also recognize
that diversity encompasses race, gender, and ethnicity, but also age, sexual orientation, religion, disability, veteran and socio-economic status. We commit to casting the widest net possible towards representing the many communities that make up Tulsa and its metropolitan area.

Our programming also strives to represent the rich diversity of our community. We present news stories, characters, voices and music from all walks of life. We are committed to bringing a wide range of perspectives, cultures and experiences to our audience, and that our service, by doing so, can connect people, bridge differences, and foster empathy for all in our society.

With programs like *Focus Black Oklahoma, Latino USA, It’s Been a Minute*, reporting on our tribal governments and their relationship with the state, and an increased focus on African-American and immigrant communities within the city, we work to bring understanding of our communal similarities and differences. With cultural programs like *Rhythm Atlas, Folk Salad, and Swing on This*, and classical music programming that has increased its coverage of underserved ethnic and gender cultures, we work to better highlight those whose cultures have been marginalized, overlooked or ignored in traditional media.

In addition to our workplace, and on-air commitments, we also engage the community about our work. We actively seek partnerships with organizations and individuals who share our commitment to the free exchange of ideas to all, and who are dedicated to making a positive impact in our community, and breaking the racial, socio-economic, and ethnic divides within our community.

While we continuously work to create an office, programming and outreach that fully represent the diversity of our community of license, we acknowledge that there is still much to do to realize that vision. We welcome the input and feedback of our community as we strive to make our stations and our workplace truly reflective of this place we serve and call home.