**WHQR Public Media Statement on Diversity**

WHQR strives to maintain and support a staff, advisory board and program services that reflect the communities it serves. WHQR believes that diversity considerations include race, gender, disability, protected veterans, religious belief, age, nationality, sexual orientation, gender-identity, physicality, education and socio-economic status.

The Corporation for Public Broadcasting’s Diversity Eligibility Criteria require that public media organizations like WHQR formally adopt goals for diversity and report to the community progress towards reaching those goals. WHQR is firmly committed to providing equal employment opportunity to all persons. WHQR will comply with all applicable federal laws and will not discriminate in all aspects of the employment relationship on the basis race, color, religion, sex, age, national origin, or disability. In addition, WHQR will comply with fair employment laws adopted by the State of North Carolina.

With that in mind, WHQR has the following goals and guiding principles related to diversity:

* To recruit, support and retain a diverse workplace that represents the community it serves. Particular attention is paid to the staff that create content.
* To produce content that includes diverse voices, opinions and perspectives.
* To provide equal opportunity in employment and follow all EEO guidelines and principles as set forth by the Corporation of Public Broadcasting. These reports are posted on our web site, WHQR.ORG.
* Job postings are submitted to professional minority organizations consistent with its established FCC EEO program with the goal of attracting a diverse candidate pool. Special effort is made by station management and search committee members to recruit minority candidates.
* To seek candidates for WHQR’s Community Advisory Board that represent geographically diverse communities it serves.
* To create and maintain opportunities for emerging radio professionals from diverse backgrounds to develop the skills needed to succeed in Public Media.
* WHQR will seek to interview at least one qualified diversity candidate for each senior leadership position hired. The term senior leadership position includes: CEO, COO, CFO, Chief Content Officer, Station Manager, and other equivalent positions.

WHQR undertakes at least one of the following initiatives on an annual basis:

* Conducting an internship program.
* Participating in job banks, internet programs, and other programs to promote job vacancies.
* Establish training programs for station personnel to acquire professional skills.
* Provide training to management level training on methods of ensuring equal opportunity and prevent discrimination.

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