

## WUWF Public Media Diversity Policy

### Commitment to Diversity

WUWF Public Media is committed to fostering and encouraging a culture of diversity and inclusion with respect to its employees, management and governing. It is the intention of WUWF Public Media that its workforce reflect the diversity of the communities we serve. Diversity at WUWF Public Media encompasses a variety and scope of many differences that exist and can be found within communities throughout the region. It is the policy of WUWF Public Media to provide equal employment opportunity for all persons and not to discriminate in employment or otherwise because of race, religion, sex, age, marital status, veteran status, national origin, physical or mental disability, or sexual orientation.

### Diversity Goals

In pursuit of its commitment to diversity throughout the organization and within its governing, WUWF Public Media has established the following goals and objectives:

To provide equal employment opportunity in employment.

To seek and recruit candidates for open positions within the organization who represent the diversity of the communities served by WUWF Public Media.

To seek and retain individuals from diverse backgrounds for internship opportunities at WUWF Public Media, with the hope of securing a diverse future workforce.

When and as appropriate, to educate the WUWF workforce in the importance of maintaining a diverse and inclusive workforce and environment.

### Diversity Practices and Initiatives

WUWF Public Media will review with our licensee, The University of West Florida, those practices that are designed to fulfill the organization's commitment to diversity and its diversity goals, and to meet the applicable FCC guidelines.

Open staff positions at WUWF Public Media are posted both internally and externally with a goal of reaching a diverse cross-section of interested candidates representative of the diversity of the region. WUWF & UWF widely disseminates information about open positions in an attempt to reach the entire community it serves.

WUWF Public Media has established an internship program, and participates in activities at local educational institutions designed to educate others about careers in broadcasting/journalism.

The organization's recruitment activities for positions at WUWF Public Media are conducted with the organization's commitment to diversity and the diversity of its communities in mind. Over the course of the past two years, numerous staff positions have been vacated and filled, and those positions have been filled with male applicants and female applicants, and individuals who represent a broad age range, numerous ethnicities, and differing sexual orientations. When recruiting to fill positions WUWF Public Media broadly advertises vacancies, using numerous media, with a goal of reaching a broad and diverse cross-section of interested and qualified candidates.

As a department of the University of West Florida, WUWF Public Media adheres to the diversity and hiring practices and policies established by the state that govern such institutions. Their Mission Statement states:

The Office of Campus Culture and Access at the University of West Florida supports a culture of inclusive excellence on campus and in our greater community by providing educational and personal support through sustainable programming, training opportunities, and awareness initiatives. OCCA provides a range of services to the campus community to promote civility and equal access to programs, classes, and services. A complete description of the policies and practices governing UWF, and WUWF Public Media, can be found at this location <https://uwf.edu/academic-engagement-and-student-affairs/departments/office-of-campus-culture-and-access/>

Additional information regarding the entirety of WUWF and University of West Florida policies can be found at the UWF Human Resources website, located here <https://uwf.edu/offices/human-resources/equal-opportunity-office/>