

## DIVERSITY STATEMENT

Tri States Public Radio, as an outreach service of the College of Fine Arts and Communication at Western Illinois University, is committed to following the University President's Statement on Diversity and inclusion in all that we do ([http://www.wiu.edu/equal\\_opportunity\\_and\\_access/statement.php](http://www.wiu.edu/equal_opportunity_and_access/statement.php)).

We are equally committed to following the hiring practices as outlined by WIU's Equal Opportunity and Access Office's Policy Statement (<http://www.wiu.edu/policies/affirmact.php>). The TSPR staff currently numbers eight full-time employees and one part-time employee. Of the eight full-time staff, four are women including our General Manager. One member of TSPR's staff is a quadriplegic and one staff member identifies as Transgender. One staff member is also a veteran.

TSPR offers internship opportunities to Western Illinois University and Knox College students so they can gain valuable professional experience. TSPR has had a number of diverse individuals work in our operations and news departments as student employees, including international students, individuals of color and members of other diverse populations.

TSPR is committed to including diverse voices in every aspect of our programming. This commitment has led to the following goals:

- To include diverse voices in our community in newsgathering, commentary and cultural programming.
- To offer local and national programming that highlights the culture, viewpoints and/or issues facing minority or underserved populations.
- To offer employment and internship opportunities to a diverse selection of individuals when available.

To achieve these goals, we regularly audit our efforts for the inclusion of diverse voices in our local programming. Once a year, we review our annual programming offerings to make sure we are including the best possible programs that speak to the diverse groups we know are represented in the communities we serve. As opportunities for employment or internship become available, we will make sure we are reaching out to organizations that serve minority populations to list opportunities.

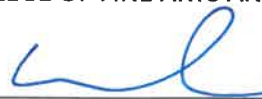
For several years now, Tri States Public Radio has offered the following national programs as part of our inclusion initiative: Latino USA, 51% (focused on women's issues), Snap Judgement, and Concierto (bilingual music programming).

In an effort to increase awareness and responsiveness to diversity issues, our general manager will be attending the Public Media Diversity Leaders Initiative in the spring of 2023. Staff members also attended the Audience Development Summit hosted by PRPD and Greater Public in spring of 2022 and will be doing so again in February of 2023. While the summit is about overall development of a station's audience, it does focus on how to be more inclusive in representing the WHOLE community we serve in our programming. All staff members annually complete WIU's Harassment Prevention and Diversity training modules.

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APPROVED:  
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By:



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Date

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