



WWFM Community Representation Statement

The Classical Network and Mercer County Community College (MCCC) are committed to equal opportunity and affirmative action. Discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality, political views, religion, disability unrelated to job or program requirements or any other characteristic protected by law is prohibited.

OVERVIEW

This report reviews the state of Diversity at WWFM for the period January 1, 2023 through January 1, 2024.

The goal of the stations owned by Mercer County Community College is to reflect the rich diversity of the communities we serve in all respects, including race, creed, nationality, age, gender, and other forms of diversity.

We strive to go beyond equal opportunity practices and to practice true affirmative action, seeking candidates who reflect our communities' rich diversity and training them to use the broadcast stations of MCCC to give voice to their interests. In coordination with MCCC and its Human Resources Department, the Station has in place an operational community outreach program that is used towards filling job vacancies.

The College, as the Station's licensee, also holds job fairs and community events that present educational information via WWFM about broadcasting careers on both campuses of MCCC, including the Downtown Trenton JKC Campus and the West Windsor, NJ campus. WWFM promotes education for careers in broadcasting by offering internships and other mentoring opportunities with hands-on radio experience for students enrolled at MCCC, occasionally those from area colleges or universities, and interested volunteers.

During 2023, WWFM hosted two MCCC students through their independent study program towards their Associate degrees from the college. This included one-on-one learning sessions as well as hands-on experience to enable them to practice skills associated with broadcasting. WWFM's full-time production manager was principally in charge of guiding these students through their independent study internship.

Our WWFM JazzOn2 station serves diverse members of the community. A part-time African-American man is principally in charge of programming and broadcast coordination of JazzOn2. He was hired during 2022.

CURRENT STATISTICS – January 2024

WWFM employs four full-time employees, three women and one man. Each holds a managerial position in his/her respective area. (Relatively recently, one woman, a full-time African-American, long-time employee, retired during 2022.)

Currently at WWFM, one part-time African-American staff member reasonably fits the EEO description of a protected class worker/employee, as do three full-time women employees and one part-time woman employee. WWFM's part-time staff includes three men, one of which is African-American, and one woman.

During 2024, WWFM will begin recruitment for a full-time public radio development position during which process women and minorities will be encouraged to apply. A multi-persons search committee representing diversity among MCCC employees will be used ensure equal opportunity practices throughout the recruitment process in coordination with the MCCC Human Resources Department.

STAFF/MANAGEMENT DIVERSITY GOALS

In reviewing our annual CPB reports on diversity, we see a need to continue to increase our community representation in the following areas:

- 1) Racial diversity: While WWFM is now operated by a small staff, partly because of layoffs by the college during the pandemic, and partly because of attrition, we are not yet at parity with community percentages. With each job opening, we continue to strive for more cultural and racial diversity through the encouragement of applicants from diverse and ethnic minority backgrounds, and subsequent interviewing of those applicants.

- 2) Age diversity: We need to find and train younger broadcasters. Our current staff is over age 45. While the over-45 worker is a protected class worker not noted in our other statistical analysis (and also a diversity strength), the age skew of our staff concurrently creates a diversity weakness for our future and for our communities.
- 3) Creating access for emerging cultures in the communities we serve, since we serve some of the most culturally dynamic areas of the United States.

As job openings occur, we will continue to focus on finding and interviewing applicants who have the potential to increase our diversity among our employee roster.

WWFM's programming content, both on The Classical Network and JazzOn2, represents a diverse palate of classical music and jazz from local and worldwide cultures, featuring a blend of composers, compositions and performers representing wide diversity among racial, ethnic and cultural stages. The Classical Network and JazzOn2 also offer a wide range of current issues content via public affairs programming, providing informative, educational and cultural content to our diverse listenership, both local/regional audiences and to those among our national audiences via Internet streaming.

BOARD GOALS

WWFM has limited ability to achieve diversity at the board level as MCCC's Board of Trustees is appointed by elected officials and governance bodies. During 2022, our Licensee, Mercer County Community College hired a new full-time college president, a woman, who followed the previous president, a woman of Asian background. The current nine-member MCCC Board of Trustees continues to exhibit strong diversity, as shown via WWFM's Ownership Report filed with the FCC.

January 2024