

Northern Public Radio Diversity Statement

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 needs 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 Community Service Grant General Provisions and Eligibility Criteria^[1] 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 an outreach and engagement function of Northern Illinois University (NIU), Northern Public Radio (NPR) is committed to fostering equity-minded community that challenges exclusionary systems and practices. NPR embraces the policies and procedures set forth by NIU' Human Resource Services and the Office for Academic Diversity, Equity and Inclusion. This office “guides university practices to align with laws and policies that ban the consideration of factors unrelated to an applicant's professional qualifications. The strategies we employ encourage diverse pools of qualified candidates and promote affirmative action throughout the search process.” Additionally, NPR regularly reviews the NIU Affirmative Action Plan and makes every effort to advance this work.

NPR supports and follows NIU's nondiscrimination policies, ethics policies, and commitment to equal opportunity, affirmative action and diversity.

NPR Community, Governance, Staff and Representation Initiatives

- Seek to establish representation on staff and associated advisory/fundraising boards that reflects the population served throughout northern Illinois and southern Wisconsin.
- Committed to serving our region with high quality programming that reflects, enriches and informs.
- Create opportunity for wide-ranging subject matter and perspectives through our daily public commentaries feature
- Educate management and staff in best practices in creating an environment where individuals of all backgrounds feel welcome, valued, respected and supported.
- NPR seeks to reflect the community we serve in the staff, leadership and volunteer roles associated with the station.
- NPR is licensed to the NIU Board of Trustees, which has governance responsibilities that are not specific to or limited to broadcast stations.