

## Diversity Statement: Michigan Radio (WUOM)

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The University of Michigan is committed to diversity in the fullest sense of the word, recognizing that diversity is integral to academic excellence, and to an unmatched intellectual experience.

Michigan Radio - WUOM embraces diversity similarly to our license holder, The Regents of the University of Michigan. We recognize that our ability to provide relevant content is enhanced when our staff more closely resembles the demographics of the public we serve. Among others, the elements of diversity that are important to our work include gender, race, culture, generation, sexual orientation and gender identity and expression.

Michigan Radio's hiring policy is summarized by the following statement: "The University will not discriminate against any employee or applicant for employment because of race, sex, color, religion, creed, national origin or ancestry, age, or marital status."

Further, the University, through its employment practices and procedures recruits and employs qualified personnel for all of its diverse activities and at all of its facilities. The University provides equal opportunities before and during employment by administering each and every phase of its personnel program without regard to race, sex, color, religion, creed, national origin or ancestry, age, or marital status. In this connection, the University will develop and maintain affirmative action programs to assure this commitment.

Information about the University's non-discrimination policy and its affirmative action programs are communicated periodically and at least once a year to all employees through University publications and other media, such as, but not limited to, The University Record, and WUOM Radio. In addition, all postings for open positions include the verbiage: "A Non-Discriminatory/Affirmative Action Employer."

The Regents of the University of Michigan, the governing board of Michigan Radio (WUOM), are elected by the people of the State of Michigan and represent a cross section of demographics. Currently, the Regents represent 25% minority membership.

Michigan Radio (WUOM) utilizes various methods to recruit a diverse pool of applicants from which to hire new staff. We post open positions through a broad array of sources and publications, including minority journals. All qualified

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applicants are given strong and equitable consideration in the screening and selection process. We also participate in several job fairs each year at locations selected to attract diverse populations of students and others who may be interested in internships or employment. Notable are the Michigan Association of Broadcasters (“MAB”) Job Fair in Southfield, MI, and the MAB Great Lakes Broadcast Conference Job Fair in Lansing, MI. Through these and our posting outreach we successfully recruit diverse groups of interns and temporary staff, representing a variety of races and cultures.

Michigan Radio (WUOM) staff is very stable, so there are few open positions to fill each year. We are dedicated to hiring the best possible staff from as diverse a pool as possible each and every time the opportunity arises.

Michigan Radio (WUOM) has become increasingly diverse with regard to race, cultural background and sexual orientation over the last several years. The demographics of our listeners is 20% African American, < 1% Latino, and ~ 79% other. At this time the Michigan Radio (WUOM) regular staff is 6.1% African American, 5.1% Latina, and 88.8% other. Our interns, recruited through job fairs and postings, consistently represent broadly diverse populations. Even though we have not achieved our diversity goal that our staff be representative of our listening population we are consistently working to meet that standard.