

Northern Public Radio Diversity Statement

As an outreach and engagement function of Northern Illinois University (NIU), Northern Public Radio (NPR) is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment and to enhance its ability to effectively serve the public.

NPR embraces the policies and procedures set forth by NIU's 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 Diversity Goals

- Seek to establish diversity in staff and associated advisory/fundraising boards that reflects the diversity of the population served throughout northern Illinois and southern Wisconsin.
- Provide equal opportunity in employment.
- Educate management and staff in best practices for maintaining an inclusive and diverse environment for all persons.

NPR Diversity Practices and Initiatives

- NPR is committed to diversity and equal employment opportunity and recruitment for employment opportunities at NPR takes place through an open and fair process consistent with NIU Human Resource Services guidelines.
- NPR job postings are submitted to professional organizations with the goal of attracting a diverse candidate pool.
- NPR seeks to reflect the community we serve in the staff, leadership and volunteer roles associated with the station.

NPR Progress on Diversity Goals

- Utilize diverse recruitment resources for paid professional and volunteer opportunities
- Built a mobile studio for use in newsgathering and associated community projects from diverse regions of NPR's broadcast geography.
- Established beats covering artistic, cultural, and spiritual expressions in the COVID-19 era and social justice, substandard housing and police-community relations

NPR is licensed to the NIU Board of Trustees, which has governance responsibilities that are not specific to or limited to broadcast stations.