Community Diversity

Statement:

As a service organization within the College of Communication and Information Sciences, Alabama Public Radio aims to promote intellectual, social and cultural conditions of the regional, state, national and international publics. This aim is actualized through service that advances a vigorous exchange of ideas within a culturally diverse environment. Members of such a community – students, faculty and staff – who learn together are better equipped to understand, appreciate and contribute to a twenty-first century global society that emphasizes pluralism and freedom of speech.

To this end, Alabama Public Radio supports and embraces a student, faculty and staff community enriched by members of diverse genders, national origins, races, ethnicities, cultures, religions, socioeconomic conditions, geographic backgrounds, sexualities, ages, religious beliefs and spiritualities, abilities and political views. Alabama Public Radio is dedicated to sustaining diverse cultural events, service opportunities and other educational and professional initiatives that augment cultural awareness and appreciation, group and individual diversity, and the promotion of ethical and civicly engaged societies.

Diversity Goals:

Alabama Public Radio is licensed to the University of Alabama as part of the Center for Public Television and Radio (CPT&R), a service organization of the College of Communication and Information Sciences. APR follows University recruitment and employment policies with activities conducted in relationship with the University's Department of Human Resources. Diversity
goals are included in WUAL's most recent Equal Employment Opportunity 
Public File Report under the University of Alabama Statement on Diversity.

As part of the College of Communication and Information Sciences, APR has established the following objectives regarding the diversity of its workforce and community service:

- Foster a supportive and diverse environment
- Increase faculty and staff diversity
- Increase student diversity
- Maintain an inclusive curriculum
- Provide diversity through research, service and public events

**Diversity Implementation:**

APR has reviewed the practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines with APR's licensee official. Annual reports to that end are submitted to the Office of the Provost.

Annual initiatives towards diversity implementation include the following:

- At CPT&R, women comprise 45% of our professional and student staff and 44% of our senior management team; 22% of the professional and student staff are non-White.
- With an eye on diversity, 24% of APR's interns were African-American
- APR participates annually in the Work Study Job Program Fair and the Career Fair, which attract a diverse group of students and recent graduates
- Management at APR routinely attends diversity training programs offered by the University of Alabama
- As part of CPT&R Alabama Public Radio will continue to seek out diversity in hiring practices