

**BLUE RIDGE PUBLIC TELEVISION, Inc. / BLUE RIDGE PBS
Organizational Diversity Goals**

BLUE RIDGE PBS is committed to a work environment in which all employees are treated with respect and dignity.

- BLUE RIDGE PBS will strive to create and maintain a culture is based on inclusion and not just on representation
- BLUE RIDGE PBS will strive to ensure that **employees and board members** are recruited from a diverse pool of candidates
- BLUE RIDGE PBS is an equal employment opportunity employer and as such will strive to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or any other status or condition
- BLUE RIDGE PBS recognizes that while visible diversity is a benchmark, the organization will strive to use a broad definition of diversity to include the unique skills and talents of each individual.
- Everyone is seen as part of the organization's diversity and the goal is to make everyone's needs and concerns a part of the overall diversity effort
- BLUE RIDGE PBS will strive to ensure that the unique skills and experiences of each individual are leveraged to help make the organization and employee more successful.

**BLUE RIDGE PBS's Ultimate Goal Is To Create An Effective And Comfortable Environment
So That:**

- Each employee has an equal chance to show what they can do.
- All people (staff and board members) feel included and are able to do their best work for the organization.
- People are comfortable discussing differences and similarities with each other.
- Employees from different backgrounds feel included in the mission, vision and the organization itself.
- People from different cultures and backgrounds interact and share ideas and resources
- The organization is known as a place where all people succeed.