

Diversity Statement 2021-2022

WGVU Public Media, a service of Grand Valley State University, believes a diverse workforce, management team, governing body, and Engage Committee contribute greatly to our knowledge and understanding of the West and Southwest Michigan's diverse communities, and to our ability to deliver content and services that will help us attract, grow and engage audiences and help them to achieve their full potential. We endeavor to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by WGVU Public Media.

WGVU Public Media will continue to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success. WGVU Public Media, in good faith, will work to meet the standards of federal and state law, Grand Valley State University's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

As a joint licensee and departmental unit of Grand Valley State University, WGVU adheres to all policies as outlined by the GVSU Board of Trustees, including the Board's commitment to DEI.

As adopted by the Board of Trustees, in [GVSU Board of Trustees Policy 1.4](#), Grand Valley State University is committed to inclusion and equity and strives to establish a climate that welcomes and affirms the contributions of all students and employees. The University is guided by values for inclusiveness and community which are integral to our mission to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service. The University strives to provide all members of its community an inclusive environment and equitable opportunities for success.

The University is also committed to maintaining a climate conducive to an educational, living, and employment environment that is free from unlawful acts of harassment and discrimination, as well as those defined by this policy. All members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. It is neither the purpose nor intent of this policy to infringe on the First Amendment or academic freedom as defined by the University.