

## WGUV Diversity Policy 2021-2022

**The University is an affirmative action, equal opportunity institution**, consistent with its obligations as a federal contractor. It encourages diversity and provides equal opportunity in education, employment, all its programs, and the use of its facilities. It is committed to protecting the constitutional and statutory civil rights of persons connected with the University.

Members of the University community, including students, employees, faculty, staff, administrators, Board members, consultants, vendors, others engaged to do business with the University, candidates for employment or admissions, and visitors or guests have the right to be free from acts of harassment and discrimination, including sexual misconduct, as defined by this policy. In accordance with applicable federal and state law and this policy, acts of discrimination or harassment by members of the campus community are prohibited if they discriminate or harass on the basis of **age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active duty military status or weight**. This includes inappropriate limitation of, access to, or participation in educational, employment, athletic, social, cultural, or other university programs and activities. The University will provide reasonable accommodations to qualified individuals with disabilities. Limitations are lawful if they are: directly related to a legitimate university purpose, required by law, or lawfully required by a grant or contract between the university and the state or federal government. For the purposes of this policy, sex-/gender-based harassment includes sexual misconduct, sexual assault, interpersonal or relationship violence, and stalking.

For WGUV at GVSU, DEI is defined as:

- **DIVERSITY** refers to the presence of differences and a variety of personal experiences, values, and worldviews that arise from differences in culture and circumstance. Such differences include race, ethnicity, sexual orientation, gender identity and expression, disability, age, class, religion and spirituality, geographic and international, and more. Diversity, in all its forms, is at the heart of Grand Valley's mission to provide a liberal education that will help shape lives, professions, and societies. Diversity is affirmed and celebrated at GVSU and in the community as a necessary intellectual asset and institutional resource. Grand Valley believes it has a responsibility to serve all members of our community through a coordinated equity and inclusion strategy
- **EQUITY** refers to the guarantee of fair treatment, access, opportunity, and advancement for students, faculty, and staff at every stage of education and career development. Grand Valley acknowledges that there are historically underserved and

underrepresented populations. Every effort is made to identify and eliminate barriers preventing their full participation.

- **INCLUSION** refers to GVSU's support for the success and engagement of all students, faculty, staff, and campus visitors in creating a healthy and affirming climate. Inclusion is "the active, intentional, and ongoing engagement with diversity — in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect — in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within value systems and institutions" (Association of American Colleges and Universities, AAC&U). Inclusion establishes an environment in which all individuals and communities are able to thrive in authentic ways. Moreover, an inclusive and welcoming climate embraces differences so that all people can fully participate in the university's opportunities. Grand Valley is committed to the advancement of inclusion — the act of creating environments where individuals feel welcomed, respected, supported, and valued.

#### WGVU Public Media Diversity Goals

1. Provide opportunities for underserved communities in our coverage area to engage with WGVU by expanding into geographic areas that we have not previously focused on
2. Engage with partner organizations and minority/underrepresented communities to provide content that is of/for/by those who are marginalized
3. Work with intentionality to build diversity, equity, and inclusion efforts into the general operating budget through a variety of funding sources to demonstrate WGVU's commitment to this area
4. When posting available positions, commit to ensuring that diverse organizations and audiences are targeted to allow for a diverse candidate pool both through official job postings and sharing of open positions within a diverse network of community partners
5. All full-time employees will attend at least one diversity, equity, and inclusion training per year