**Diversity Annual Report**

**October 1, 2022 – September 30, 2023**

Hiring Goals:

* WNIN Tri-State Public Media, Inc. is committed to building a workforce of individuals from diverse backgrounds and cultures that reflect the population we are dedicated to serving. We strive to increase representation of historically underrepresented diverse groups in the composition of our Board of Directors, Community Advisory Board, and station management and staff.
* It is our policy to provide equal opportunity in employment and each hiring manager is expected to support this commitment, hiring the most qualified individuals who support and embrace the mission of public media while serving our local community.

Hiring Guidelines:

* All hiring managers are expected to thoroughly understand WNIN’s diversity policy and are expected to adhere to it at all times when filling open positions. Discrimination in any form is strictly prohibited and will result in disciplinary action.
* A minimum of 3 candidates must be interviewed for all open positions at least one of which should be a diverse candidate. Hiring managers are always expected to interview current employees that apply for open positions, and expected to consider promotion of current staff members to new positions when possible. References must be checked before a candidate is hired.
* All job openings must be posted for a minimum of 5 days including internally, before an offer may be made and a position filled, ensuring time for broad and inclusive outreach and the opportunity for all qualified candidates from a variety of sources to apply.
* WNIN sends out EEO Questionnaires to all applicants tracking our efforts and outreach. WNIN recruits through numerous sources including colleges and universities in the state of Indiana, numerous colleges in Illinois, Western Kentucky, and other colleges throughout the Midwest. The Handshake platform, which many higher education institutions now use, has opened up opportunities to recruit with many more regional schools over the past few years. We also post openings through other public media stations in Indiana and Illinois, various community sources, several broadcast employment sources, WNIN’s website, national & state public broadcasting resources, employment recruitment sources (Indeed); and newspaper ads and industry / field of work sources when appropriate. Community sources include Carver Community Organization, local chapter of NAACP, several Urban Leagues, Human Relations Commission, and the Indiana Department of Workforce Development office.
* Final candidates for all full-time positions are interviewed by several members of management to insure the most qualified candidate is hired and that we adhere to these policies.

Employment Statistics:

* WNIN’s workforce consists of 31 employees – 11 male, 20 female, 29 Caucasian, 1 African American, and 1 Latino/Hispanic. We employ a variety of age groups – 10 under age 30, 1 age 30-40, 6 age 40-50, 6 age 50-60, and 8 over age 60. A WNIN staff member (our CEO) is members of the LGBT community, and 1 is a veteran.
* Positions filled included – 2 Caucasian females under age 30, 1 Latino/Hispanic female age 40-50, 1 African female over age 60, and 2 Caucasian females over age 60.

Board Statistics:

* WNIN’s Governing Board consists of 26 active members – 12 female, 14 male, 20 Caucasian, 4 African American, and 2 Hispanic/Latino, and 1 with a disability. A variety of age groups are represented on our Board – 7 Board members are in their 30’s or younger, 19 are in their 40’s and older. WNIN’s Board members come from a variety of backgrounds and bring much diverse strength to WNIN.
* Efforts have been made to increase the diversity and number of members on WNIN’s Community Advisory Board over the past few years. There are 20 active members – 13 female, 7 male, several Board members are minorities, and a wide variety of age groups are represented. In 2023 we added 2 new female members. The board continues to discuss how we can increase diversity, equity and inclusion for the Board and WNIN as an organization, as well as through our programming as we serve the local community.
* We added 2 student Board members in the fall 2022, and each served a 1-year term; these are non-voting members and do not have fiduciary responsibilities. The students represent each of the 2 local universities, and this is an opportunity for them to gain knowledge & experience about the function of a Board that oversees a professional organization, and a non-profit. In the fall 2023, 2 new student Board members joined the Board, each for a 1-year term and also from the 2 local universities.

Actions Taken to Satisfy the Diversity Eligibility Policy:

* Copies of WNIN’s Diversity Policy are prominently posted throughout the WNIN workplace.
* Over the past year WNIN has continued to hire student interns through the formal internship programs at the colleges and universities the students attend; interns include both male and female students. In 2023 WNIN interns included a male college student who worked in TV production. 3 Radio/TV high school students (1male, 2 female) at the Southern Indiana Career and Technical Institute also completed Radio internships (2), and a TV production internship (1). We currently have an intern in our Digital department who finished high school just over 1 year ago, and is not in school. We participate in job fairs at all local colleges and universities recruiting interns, with intern numbers growing over the years.
* WNIN’s Vice President of Finance & Administration attended a Disability Awareness Event and participated in a career fair in connection with the event in October 2022, sponsored by the Evansville Human Relations Commission. Attendees at the fair, all of whom were living with a disability, learned about job opportunities in public media. Through a connection made at the event, WNIN hosted a station tour for around 20 high school students from Sycamore Services in summer 2023; the students produced a short piece they wrote for their organization, with each student participating in the production.
* We also participated in a Speed Networking Event at the University of Evansville in spring 2023 in honor of National Disability Awareness month. Each employer interviewed each student individually, and a number of students were interested in Media / Broadcast careers, as well as watched WNIN-TV and listened to WNIN’s Radio station.
* We added 6 new Board members in the past year, 3 Caucasian females, 1 Caucasian male, and 2 Caucasian female student Board members. The Nominating & Governance committee actively seeks and considers qualified diverse candidates to recommend for Board membership.

WNIN’s Diversity Progress and Plans

* WNIN’s efforts have increased to include more diversity in our programming, expanding on what commercial media offers, including more underrepresented groups and those facing injustice.
* WNIN produced a documentary on the history the LGBTQIA+ community in Evansville, “Out and About: A Gay History of Evansville.” We also use a number of different non-employee local hosts for our local TV and Radio programming, representative of our community’s diversity.
* The 2 graduate student interns we hired in 2022 through the Columbia School of Journalism and Craig Newmark Graduate School of Journalism (CUNY) continued their affiliation with WNIN in 2023. They each worked as a production contractor on the “¿Que Pasa Midwest?” bi-lingual podcast.
* Our locally produced podcast “¿Que Pasa Midwest?” has grown its reach extensively since inception 7 years ago. The podcast is a bilingual podcast that creates a sense of community for Midwestern Latinx who are missing an essential piece of their cultural identity. Originally produced by 2 of our younger staff members, an African American female and a Latinx female. Through grant funded support from New Media Ventures we launched a Midwestern bi-lingual (English / Spanish) reporting network covering states throughout the Midwest which includes a newsletter, and multi-media content that is available through multiple platforms. WNIN also participated in the America Amplified grant program funded by the Corporation for Public Broadcasting in 2022-2023.
* Many volunteers provide office assistance, assist with station events, and work with our Radio Reading Service for the sight impaired. We have 50-60 volunteers just with the Radio Reading Service, who read newspapers to the sight impaired 365 days per year. Our volunteers range in age from high school students to retirees.
* Over the past 2-3 years WNIN has increased its diversity in a variety of ways – our staff is close to a 1/2 ratio male to female (currently 35%/65%), our employees are a wider variety of age groups, and staff and student interns have become representative of more diverse backgrounds and ethnicities. We have hired more young staff members in the past few years, and 1/3 of our staff are now under age 30. Board diversity also continues to increase as new Board members are elected to serve. The composition of our Boards and staff embraces and reflects many differences in a variety of areas including age, ethnicity, family/marital status, language, national origin, sexual orientation, socio-economic status, veteran status, professional backgrounds, and other characteristics that make everyone unique.
* Over the coming year WNIN plans to continue our diversity efforts to include members of a variety of diverse groups in our hiring/employment efforts, staff, Board of Directors, Community Advisory Board, student interns, and locally produced media content. We will be emphasizing diversity, inclusion, and equity in all local programming content.