

## DIVERSITY STATEMENT

The Virgin Islands Public Broadcasting System, also known as WTJX or the “System,” is committed to diversity in its workforce, management, and Board of Directors. WTJX has been broadcasting in the Virgin Islands for over 50 years, increasing public understanding of our complex world. WTJX offers high-quality informational and educational programming in arts and performance, historical, cultural, and scientific areas, to transform lives and grant access to a world of ideas.

WTJX is an equal opportunity employer, providing opportunities within the organization for the employees to grow and advance personally and professionally. WTJX prohibits discrimination based on race, color, religion, age, sex, gender, national origin or ancestry, disability, or any additional discrimination barriers applicable to EEO statutes. We have demonstrated our commitment to providing equal opportunities by hiring qualified individuals from an array of cultural and ethnic backgrounds. We value individual characteristics, abilities and talents that meet our operational needs and support the values and goals of the System. We are privileged to have a workplace where differences are embraced, respected, and valued, and employees work cohesively.

WTJX requires that its Board of Directors, management, and staff participate in annual training that heightens awareness to diversity and inclusion and provides reinforcement of non-discrimination compliance in a harassment-free workplace. This training provides a firm understanding of the challenges and conflicts that may be faced in workplaces and encourages collaboration, flexibility, equality, respect, empathy and fairness.

Additionally, we provide annually updated information and data (including progress reports) that reflect the System’s on-going progress in diversifying leadership and staff and can be found on WTJX’s [Reports](#) page. The [Diversity Eligibility Report](#) indicates the progress and actions that have been taken in satisfying the System’s diversity goals over recent years. Additionally, it contains the System’s goals to foster diversity, equity, inclusion, and a sense of belonging to current and prospective employees. Each year this report is assessed and revised to assure that the System’s commitments and obligations are being met and are in line with current federal standards and local laws, as well as the Corporation for Public Broadcasting’s EEO and Nondiscrimination Requirements. These commitments are exhibited in the System’s hiring processes, programming content, and services provided to the public.

WTJX produces and disseminates a variety of programming content that is geared toward engaging our diverse audience and informing and educating on matters (historical to modern) that impact the world today. These programs also aim to pique the interest of viewers with an array of backgrounds, ages, genders, ethnicities, cultures, and religions. More details can also be found in the [Diversity Eligibility Report](#).

Our commitment to embrace diversity, equity and inclusion within our organization’s values and practices underscores our dedication to making WTJX a reliable and credible source that our audience can trust. To this end, WTJX strives to maintain relevance by delivering content on the interests and important matters that are encountered daily, while simultaneously providing educational opportunities for others to learn and become acquainted with the rich and diverse aspects of our community.