



VIRGIN ISLANDS
PUBLIC BROADCASTING SYSTEM

WTJX-TV | WTJX-FM 93.1
WWW.WTJX.ORG

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 50 years, increasing public understanding of our complex world and our territory. A wide variety of WTJX programs and services are aimed to educate, entertain, inform, and inspire the diverse community that we serve while objectively reaching its underserved audience.

WTJX is an equal opportunity employer, providing opportunities within the organization for the success and growth of our employees. WTJX prohibits discrimination based on race, color, religion, age, sex, national origin or ancestry, disability, or any additional discrimination barriers applicable to EEO statutes. We are dedicated to providing equal opportunities to qualifying candidates and new hires from an array of cultural and ethnic backgrounds while considering their characteristics, abilities and talents that will satisfy the values and obligations of the System. We are privileged to have a workplace where differences are embraced, respected, and valued.

WTJX requires that its Board of Directors, management, and staff participate in an annual training that focuses on diversity awareness, non-discrimination, and harassment compliance. This training provides a firm understanding of the challenges and conflicts that may be faced in workplaces and encourages collaboration, flexibility, equality, respect, 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 future goals for 2023 to further enhance our efforts in ensuring that diversity and inclusion are practiced throughout our organization. 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 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 applying diversity, equity and inclusion within our organization’s values and practices ensures our commitment in making WTJX a reliable source that our audience can benefit from and trust. We strive towards this by mirroring the interests, important matters, and values in which we encounter. Moreover, WTJX provides educational opportunities for others to learn and become acquainted with the rich and diverse aspects of our community.