

Duluth-Superior Area Educational Television Corporation

Diversity Policy and Goals

FY 2016

Policy

Duluth-Superior Area Educational Television Corporation (DSAETC) recognizes diversity as an institutional attribute and asset essential to fulfilling our mission of community service. Through its programming and its practices and policies, DSAETC strives to serve all groups and to value and respect all individuals in our community, including groups identified by

- age
- appearance
- citizenship or national origin
- ethnicity
- geography
- gender, gender identity or gender expressions
- language
- marital or family status
- race
- religion, faith, or spirituality
- sexual orientation
- socio-economic status
- veteran status, or
- visible or invisible disabilities

without regard to protected status in law.

The DSAETC Board will annually review the organization's diversity policy and goals, and the organization will report progress on its goals to the public through its website.

Goals

DSAETC's efforts to embrace the diversity of groups and individuals in the community during FY16 will include:

- **Programming –**
Encourage broader knowledge of Native American culture, customs, beliefs and governance through continued production and national distribution of **Native Report**. Offer regularly scheduled public affairs programming in languages other than English.
- **Workforce –**
Increase awareness of diversity in the workplace environment by offering internship and training opportunities to members of groups identified above.
- **Management and Supervision**
All management and supervisory employees will complete formal training in encouraging and managing workplace diversity.

- **Governing and Community Advisory Boards**
The Nominating Committee of the DSAETC Board will incorporate diversity in its selection criteria in evaluating potential Board members. Recruiting efforts for Community Advisory Boards will target increased geographic diversity.

Progress toward these goals was reported to the Board of the Duluth-Superior Area Educational Television Corporation at its regular meeting held September 22, 2016.

- **Programming – Complete**
Season eleven of Native Report was completed with the production of 15 episodes, and distribution of the program both state-wide and nationally. During the year, WDSE-WRPT's Minnesota Channel carried programming in a variety of languages, including Vietnamese, Arabic, Somali and Spanish.
- **Workforce – Complete**
During the year WDSE-WRPT offered paid internship opportunities to members of the Native American community working as Production Assistants on Native Report. In addition, unpaid (academic credit) interns provided generational diversity in the Promotion department during the year. Recruiting efforts resulted in hiring of individuals increasing the cultural and generational diversity of the station's workforce.
- **Management and Supervision - Complete**
All management and supervisory employees have completed formal training in encouraging and managing workplace diversity provided by a third party, and have demonstrated an increased awareness of the recruiting and management issues attendant to establishing a more diverse workforce.
- **Governing and Community Advisory Boards - Complete**
The Nominating Committee of the DSAETC Board incorporated diversity in its selection criteria in evaluating potential Board members and presented a slate of candidates reflecting that effort for consideration by the Board at its September Annual Meeting. Recruiting efforts for Community Advisory Boards were expanded to include personal contacts of individuals living outside Duluth and Superior and extensive on-air solicitation of participation from across the service area.

Reviewed and approved by the Duluth-Superior Area Educational Television Corporation Board on September 27, 2016.