

CPM DEI COMMITMENT STATEMENT

Cascade Public Media is committed to building a team that represents a diversity of thought, experience, and personal background. This is essential in fulfilling our mission to inspire a smarter world. This work and our commitment to it requires a persistent and sustained effort.

Diversity has many dimensions. Along with race, gender, and physical ability, we believe that one's ethnicity, national origin, nationality, religion, veteran status, sexual orientation, gender identification, and age are other dimensions that strengthen us. More broadly, diversity includes geographic location, work experience, family status, socio-economic class, and political thought. As part of our commitment to diversity, we are committed to advancing racial equity in our organization and the community we serve.

We enrich our community, our organization and ourselves when we celebrate and leverage the varied experiences and ideas that each individual brings. We will invest our resources and hold ourselves accountable to increasing diversity of team members, board directors and content contributors.

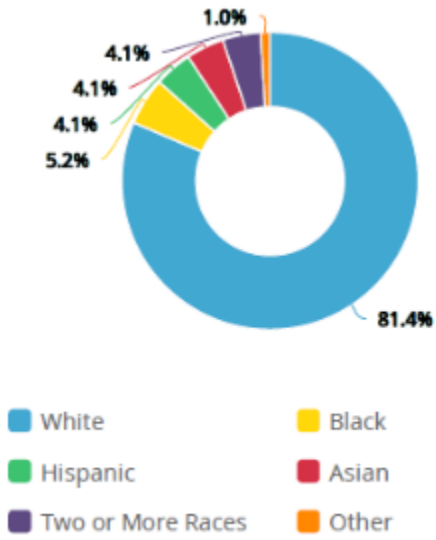
Cascade Public Media established a Diversity, Equity and Inclusion (DEI) strategic plan derived from the above commitment in order to uphold this commitment and improve our organization and our service to the community. This plan includes the following four objectives:

1. **Diversity: Recruit and retain** qualified, diverse team members and board directors that reflect, at a minimum, the statistical makeup of the population of the community we serve.
2. **Equity: Rectify systemic barriers** to full inclusion by embedding diversity and inclusion in policies and practices.
3. **Inclusion: Foster a culture** that encourages collaboration, flexibility and inclusion to enable all team members to contribute to their potential and increase retention.
4. **Community:** Provide programming and **events that reflect the diversity** of our community.

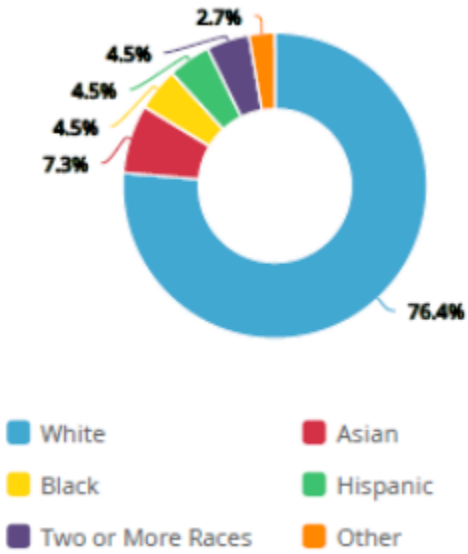
There are key results, measures of success, accountable parties, and deadlines attached to each of these objectives. The first iteration of this plan was released in 2020 and the second (and most recent) iteration of the plan will be released in late-2022. We embrace the ongoing nature of this work and will continue to iterate on our plan to achieve a fully diverse, equitable and inclusive organization.

So, how are we doing? The charts below reflect our workforce's demographic information for ethnicity and gender (as how they are surveyed and reported for legal purposes) for both FY21 (July 2020-June 2021) and FY22 (July 2021-June 2022):

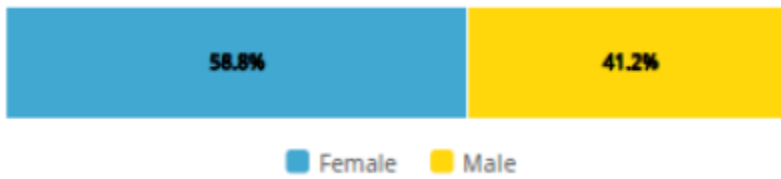
Ethnicity FY21



Ethnicity FY22



Gender FY21



Gender FY22



■ Female ■ Male ■ Not Defined