

Cascade Public Media Diversity Annual Report

2019 (FY 2020)

Statement on Diversity and Inclusion

Cascade Public Media is committed to building a team that represents a diversity of thought, experience and personal background. We believe such diversity enhances the relevance and substance of our work and is essential in fulfilling our mission to inspire a smarter world.

We view diversity as the characteristics and attributes that make each one of us unique. 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.

We enrich our community, our organization and ourselves when we celebrate and leverage the varied experiences and ideas that each individual brings. To achieve this, we will work together to create an inclusive and welcoming workplace that values all contributors.

Values

Our CPM Values statements represent the behavior we expect from each other as we work together:

Integrity

As a trusted public media organization, we endeavor to do exceptional work with transparency, accuracy and respect. We deliver our best and hold ourselves accountable for the results.

Community

The community we serve is at the heart of our organization. We welcome and seek diversity in our team, donors, and those living in our region.

Innovation

We embrace bold ideas by developing forward thinking, flexible solutions to support our mission.

CPM's values, Equal Opportunity Employment policy and diversity initiatives inform our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social programs; reductions in force; terminations; and the ongoing development of an equitable work environment.

<u>CPB Requirement</u>	<u>FY 2020 CPM Actions</u>
Hiring Goals	<p>CPM Staff CPM has a goal of having a workforce that reflects the diversity of the communities we serve.</p> <p>Board of Directors We strive to ensure that our Board is composed of a diverse population of our region's leaders.</p> <p>Community Advisory Board We strive to match the diversity of our service area to ensure that feedback on our programming is reflective of our community makeup.</p>
Guidelines	CPM EEO policy, all federal, state, and local law pertaining to equal opportunity and The Statement on Diversity and Inclusion.
Employment Statistics	CPM tracks hiring and staff diversity statistics on an on-going basis. The current staff (including executive leadership) includes a reasonable balance between male and female personnel, and we continue to strive to increase diversity in our workforce and represent the makeup of the surrounding community.
Actions Promoting Diversity	<ul style="list-style-type: none"> • Continue recruitment outreach activities (see EEO Public File Report at: http://kcts9.org/station-reports) • Continue including diverse groups in internships • The Nominating Committee of the Board will review the diversity goals in light of the current Board makeup, with each opportunity to fill a position on our Boards • Continue to provide diversity training for all staff • Post The Statement on Diversity and Inclusion on KCTS9.org website. • Continue to provide opportunities for employees to come together, represent and innovate programs related to diversity and inclusion through the Race and Equity Committee.

CPM Diversity Statistics – FYE19

	CPM Governing Board	CPM Community Advisory Board	CPM Staff
Female	4 (33%)	7 (54%)	73 (58%)
Male	8 (67%)	6 (46%)	52 (42%)
People of Color	2 (17%)	5 (38%)	29 (23%)
White	10 (83%)	8 (62%)	96 (77%)

CPM Diversity Statistics – FYE18

	CPM Governing Board	CPM Community Advisory Board	CPM Staff
Female	6 (40%)	10 (71%)	63 (53%)
Male	9 (60%)	4 (29%)	56 (47%)
People of Color	3 (20%)	6 (43%)	26 (22%)
White	12 (80%)	8 (57%)	93 (78%)