



**Fort Wayne Public Television, Inc.
2014 Diversity Report**

Our Mission

The mission of Fort Wayne Public Television, Inc. (PBS39) is to provide high quality telecommunication and developmental opportunities through educational, informational, cultural and entertaining programs and service.

Our Goal

To carry out its mission effectively, WFWA (PBS39) embraces diversity and seeks to incorporate the benefits of diversity in the organization's governance, operations, and community relationships. Through collaborations and partnerships that help address local issues and interests, PBS39's resources provide significant programming and services to its northeast Indiana community, in all its diversity, deepen viewer engagement, sustain and enhance the local narrative, foster collective dialog, and celebrate the cultural contributions of the region.

PBS39's public service mission is immeasurably enriched by its volunteers, community advisory board, board of directors and staff members who bring their diverse experiences that ensure the station's programs and services remain relevant, responsive, and relational to its service area.

PBS39 endeavors to maintain a corporate Board of Directors whose composition reflects the diversity of our community. In order to achieve that goal, efforts are made to recruit Directors from varied backgrounds. A nominating committee assesses Board composition needs and reviews recommendations for appointments to the Board. Additionally, the committee proactively seeks out community volunteers for service on the Board of Directors.

The Board of Directors of PBS39 does not formally or informally exclude or prohibit individuals from access to board membership based on an individual's race, color, religion, age, sex, or national origin (except where representation on the Board by non-U.S. citizens is regulated by the Federal Communications Commission).

Staff recruiting and hiring decisions are based on professional qualifications and aptitude. This is accomplished in accordance with applicable federal, state, and local Equal Employment Opportunity (EEO) laws, related Federal Communication Commission EEO regulations and Corporation for Public Broadcasting EEO requirements. As a public broadcast entity, PBS39 makes vigorous efforts to recruit and retain qualified minority and female candidates.

PBS39 values its viewers, volunteers and staff and the unique blend of ideas and attitudes that they bring to northeast Indiana. We know it is our responsibility to give voice to our community in all its diversity and we are wholly committed to doing so.

Further, PBS39 carries this commitment to its work that is presented on multiple platforms, including, television, the Internet, smartphones, tablets and other current/future digital media. We focus on creating content that help people to learn more about the richness of our diverse communities.

PBS39 follows workplace practices that create a diverse work environment, including:

- Widening the media in which we recruit to ensure as diverse an employee and candidate base as possible
- Reviewing on an on-going basis all aspects of recruitment to avoid unlawful or undesirable discrimination
- Encouraging and assisting employee development by communicating regularly with employees
- Prohibiting harassment based on race, sex, national origin, disability, sexual orientation, age or religion
- Providing training for its entire staff in equal opportunities practice
- Respecting each employee's point of view

PBS39's workforce represents our communities, with a wealth of diversity in race and ethnicity, nationality, gender, sexual orientation, age, disability and socio-economic status.

PBS39 recruits, hires, trains, and promotes persons in all job titles without regard to race, color, religion, national origin, sex, age (except where sex or age is a bona-fide occupational qualification, as defined by law), or physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law).

PBS39 makes employment decisions so as to further the principle of equal employment opportunity. PBS39 ensures that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. PBS39 also ensures that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, terminations, company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, sex, age, national origin, or disability.

PBS39 is committed to providing an environment free from sexual and sex-based harassment. It is against the policy of PBS39 for any employee, whether a manager, supervisor or co-worker, to sexually harass another employee. This policy extends to customers, volunteers, interns, vendors or other service providers, clients, and guests of the station.

Sexual harassment or sex-based harassment occurs when unwelcome conduct of a sexual nature becomes a condition of receiving or retaining particular benefits of employment, affects other employment decisions regarding the employee, or creates an intimidating, hostile or offensive working environment.

The following is not intended to be an exhaustive list, but examples of the more common types of sexual and sex-based harassment:

- Requests for sexual favors, whether expressed or implied;
- Unwanted physical contact, including touching, hugging, pinching, or brushing against the body;
- Verbal harassment, such as sexual innuendoes, suggestive comments about one's body or sexual prowess, jokes of a sexual nature, sexual propositions, and threats;
- The use of sexually degrading or otherwise demeaning, non-professional references to one's gender;
- Non-verbal conduct, such as a display of sexually suggestive or degrading objects or pictures, leering, ogling, whistling, or obscene gestures; and
- Acts of physical aggression, intimidation, hostility or threats.

In providing a productive working environment, PBS39 believes that its employees should be able to enjoy a workplace free from all forms of discrimination, including harassment on the basis of race, color, religion, gender, national origin, age, and disability (including medical conditions such as Acquired Immune Deficiency Syndrome –AIDS).

ACTIVITIES AND INITIATIVES

PBS39 enables our workforce to fully embrace our commitment to represent the diversity of our communities in our work. These efforts include a number of activities and initiatives. Some examples include, but are not limited to:

- Providing classroom space for audio editing classes of Indiana Univ. – Purdue Univ. at Fort Wayne, a public university serving Northeast Indiana. The professor and students met periodically in the station’s conference room and utilized the station’s audio-editing lab to learn production techniques.
- Providing IPFW students to attend manager’s staff meeting and participate through various station activities during the week. Example are shadowing Corporate Development and learning from production operations, prior to and during the live broadcasts for Life Ahead. Wednesday evening.
- Hosting educational and community organizations for tours of the station as well as a question-and-answer session regarding the day-to-day operations, both technical and non-technical. In addition, our host advises participants on a variety of career fields available in broadcasting and how they could prepare now for career in TV or telecommunications of any kind as well as what classes to seek at the middle-high school level, as appropriate. Our host also advises students of summer programs and resources for college choices.
- Participating at an areas farmers’ market with booth display and promotional items for distribution to those at the market.
- Speaking at New Tech High School, educating students on what PBS39 is, career opportunities available at PBS39, in-depth explanation of workflow for creating documentaries, translating & incorporating documentary creation workflow into their current class project.
- Volunteering staff services to assist Young Leaders of Northeast Indiana’s Web Content Manager in updating that organization’s website.

- Attending meetings for University of Saint Francis University “communication committee” and helping the organization manage and update their website. Staff conducts classes at the University of Saint Francis.
- Presenting briefing to a group of students on a career as a fundraiser, the fundraising profession, and what it’s like to work for a public broadcasting station.
- Developing a working relationship with AmeriCorps Program and the Indiana Intern Net to seek internship candidates.
- Participating in the IPFW REVERSE Career Fair.

PBS39, in cooperation with the Federal Communications Commission, is committed to widely disseminating notices of career opportunities with PBS39 to our entire community. Job opportunities are sent to local and national diversity organizations including, but not limited to:

- Broadcast Compliance
- The Indiana Department of Workforce Development-Work One
- The Indiana Broadcasters Association
- Greater Public Website
- Paul Clarke Nonprofit Resource Center at the Allen County Public Library
- The Fort Wayne Women's Bureau
- The Fort Wayne NAACP
- The Fort Wayne Urban League
- The League For The Blind & Disabled
- Placement offices of several area colleges and universities