

**DIVERSITY STATEMENT
2014
WFHB COMMUNITY RADIO
BLOOMINGTON, INDIANA**

The following statement is in response to the request by the Corporation for Public Broadcasting for a brief statement of the diversity goals of WFHB Community Radio, a CPB Community Service Grant (CSG) recipient. WFHB will elaborate on the following points.

- Elements of diversity that WFHB finds important to its broadcast and outreach in south central Indiana.
- How the WFHB staff and station governance reflects such diversity.
- The steps WFHB has made to increase its diversity in the last two to three years and its plans in the coming period.

Elements of diversity important to public media work

WFHB's mission is “to provide an open community forum for the exchange and discussion of ideas and issues, and to celebrate and increase the local cultural diversity.”

Our aim is to provide a meaningful forum on which the underrepresented populations of south central Indiana can express themselves and discuss issues of importance to them and the broader community. We accomplish this through a participatory, volunteer system under the guidance of a small paid staff.

We produce three public affairs programs in-house that focus on underrepresented populations—*Bring It On!* (Black), *bloomingOUT* (GLBTQ), and *Hola Bloomington* (Hispanic/Latino). Additionally, we air music programs such as *Native Spirit* (Traditional and Contemporary Native American), *Planetary Caravan* (International), and *Local Music Show* (Local) every week, all of which are programmed by local volunteers and part of a broad range of programs serving our community. Recently, our *Daily Local News* program launched an online-only Chinese translation, helping WFHB reach and serve another audience in south central Indiana.

Bloomington, Indiana is home to Indiana University. Our staff regularly visits the campus to speak to journalism and telecommunications students to provide real, hands-on experience in the industry. In fact, it's a student who produces the Chinese translation of the *Daily Local News*.

Extent to which the staff and governance reflects such diversity

The table below shows the diversity of the people in the WFHB broadcast area, as well as the diversity of the Board of Directors and the paid staff. WFHB has nine board members, four full-time and three part-time paid staff members.

Category	Service Area	Board of Directors	Staff
Gender			
Male	49.7%	67%	71%
Female	50.3%	33%	29%
Race/Ethnicity			

White/Anglo	91.5%	78%	100%
Hispanic	1.9%	0%	N/A
Native American	0.03%	0%	N/A
Black	1.8%	22%	N/A
Asian	2.9%	0%	N/A
Other	1.6%	0%	N/A
Geographic			
Brown County	4.6%	0%	0%
Greene County	10.0%	0%	0%
Lawrence County	14.0%	0%	0%
Monroe County	43.5%	100%	100%
Morgan County	21.4%	0%	0%
Owen County	6.5%	0%	0%

Progress

WFHB has focused on promoting diversity since its inception. More than 200 people participate in the operation of WFHB Community Radio—a number that has remained relatively consistent despite a transient population in the college town that the station calls home.

Since the early 2000s, WFHB has produced and aired shows like *bloomingOUT*, *Bring It On!*, and *Hola Bloomington*. Music programs like *Hora Latina* (a Spanish-language Latin / Hispanic music show following *Hola Bloomington*), *Native Spirit*, and *Planetary Caravan* have been airing even longer. As described above, we launched our first Chinese-language translation of the *Daily Local News* in 2014 with the help of a student volunteer.

WFHB Community Radio believes that it is important for its Board of Directors and staff members to be representative of the community they serve. As such, it is committed to a continual search for qualified, diverse candidates to hold these positions. In service to this goal, WFHB will annually review its commitment to diversity and update it as necessary. WFHB's staff will develop their skills through formalized training, including diversity training, on an annual basis. WFHB will also attend diversity fairs when applicable to the mission and needs of the station.