

WFHB Community Representation Statement

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.

WFHB Community Radio is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture but our reputation and achievements. WFHB believes that diversity considerations extend beyond race, ethnicity, national origin and gender. The spectrum of diversity includes disability, religious belief, ideology, age, culture, sexual orientation, physicality, education and socioeconomic status.

We produce three public affairs programs in-house that focus on underrepresented populations — *Bring It On!* (Black), *bloomingOUT* (GLBTQI), and *Hola Bloomington* (Hispanic/Latino). Additionally, we air music programs such as *Indigenous In Music* (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. In addition, WFHB airs *Hearabouts: Asian American Midwest Radio*, produced by Indiana University’s Asian Culture Center in collaboration with WFHB. Bloomington, Indiana is home to Indiana University. Our staff regularly visits the campus to speak to journalism and telecommunications students. WFHB also hosts internships to provide real, hands-on experience in the industry.

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. 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.

At least once per year, WFHB board members and staff participate in professional diversity and inclusivity training. Additionally, WFHB will regularly review, with its staff and Board of Directors, the practices and policies that are designed to fulfill the organization’s commitment to

diversity and its diversity goals. We seek to promote a vibrant and ever-expanding culture of acceptance, tolerance, and respect for all members of the organization and the community we serve. The WFHB board and staff seek involvement in its programming and outreach activities by diverse populations, most of whom are community volunteers. Board and staff seek to expand leadership opportunities, leading to a diverse organization that promotes our community's cultural assets. Additionally, we actively seek to engage younger persons through our youth programming and involvement of young programmers.

WFHB is committed to the following activities as part of our mission and long term goals:

- To actively promote open positions through channels and avenues aimed at reaching a diverse source of potential employees.
- To seek diverse interview subjects, topics, content-generators, producers and creative talents to influence and produce content reflecting diverse audiences and perspectives.
- To identify ways to continually improve recruitment and retention of qualified candidates to achieve diversity in the makeup of the station's team.
- To provide equal opportunity in employment.
- To educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek and nominate candidates for station boards, advisory groups or workgroups that represent the geographically and demographically diverse composition of the many communities we serve and our diverse society at large.
- To assist in developing a more diverse future workforce of talented people with professional skills in the broadcasting/media industry. This is accomplished through activities such as recruiting diverse candidates for internship and related opportunities, participating in minority or other diversity job fairs and networking and relationship-building within diverse communities.

WFHB Employment Statistical Report

Category	Full Time Staff	Part Time Staff	Board of Directors
Male	80%	33%	67%
Female	20%	67%	33%
Black/African American	20%	0%	11%
Hispanic	0%	0%	0%
Native American	0%	0%	0%
Asian/Pacific	0%	0%	0%
White/Non-Hispanic	0%	0%	0%
More than one race	0%	0%	0%