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## SHENANDOAH VALLEY EDUCATIONAL TELEVISION CORPORATION / WVPT Commitment To Diversity

Harrisonburg, Virginia has an increasingly diverse population (in race and culture.) In fact, more than 30 languages are spoken in Harrisonburg city schools, the greatest number in all of Virginia (outside of the metropolitan DC region.) In addition, the Hispanic population of this area of Virginia is growing at a higher rate than the state average.

Past local television documentaries, “Silent Grace” (about the history of the Mennonite religion and culture) and “The Latino Underground” (about immigration and the growing Hispanic population), and WVPT’s Spanish-language digital program service “V-Me” are three examples of WVPT’s commitment to bring relevant programming to our region.

The WVPT staff reflects a “gender neutral” position, with essentially 50% female/male employment. The WVPT governing board is comprised of (10) male members and (5) female members, with one African-American member.

Over the past two years, the WVPT staff has been fortunate to receive diversity awareness training provided by representatives of James Madison University’s Center of Multi-Cultural Student Services. Outcomes from this training in year one were to develop or adapt current organizational policies. As such, WVPT reflects our commitment to diversity in our Organizational Diversity Goals and our Employment Guidelines.

This past year, WVPT employed two new individuals (one newly created position and one replacement due to resignation.) For each position, our pool of candidates interviewed (in the top three candidates for each position) included an Hispanic applicant. In the coming year, as/if new positions for employment become available – WVPT will continue our efforts to recruit a diverse pool of applicants. In addition, the WVPT governing and advisory boards, as they expand or replace retiring members, will look into our communities to identify individuals with a commitment to public media and who reflect the diversity of our population.

### Organizational Diversity Goals

*WVPT is committed to a work environment in which all employees are treated with respect and dignity.*

- WVPT will strive to create and maintain a culture is based on inclusion and not just on representation
- WVPT will strive to ensure that **employees and board members** are recruited from a diverse pool of candidates
- WVPT is an equal employment opportunity employer and as such will strive to recruit a diverse work force and continue to explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or any other prohibited status or condition
- WVPT recognizes that while visible diversity is a benchmark, the organization will strive to use an even broader definition of diversity to include the unique skills and talents of each individual.
- Everyone is seen as part of the organization’s diversity and the goal is to provide an opportunity for everyone’s needs and concerns to be a part of the overall diversity effort
- WVPT will strive to ensure that the opportunity exists for the unique skills and experiences of each individual being leveraged to help make the organization and employee more successful.