

## Community Representation Statement

At PBS Michiana-WNIT, we are committed to embracing and celebrating diversity in all its forms. We believe that a diverse and inclusive workplace, wide-ranging program offerings, and robust outreach to our viewing community are not only essential but also a source of strength and creativity. We strive to reflect the diverse world we live in and we are dedicated to fostering an environment where our staff and our audiences feel valued, respected, and empowered.

Our commitment to diversity is rooted in the belief that our team, viewers, and the communities we serve are all enriched by the different backgrounds, perspectives, and experiences that make each of us unique. We recognize that diversity encompasses not only race and ethnicity but also gender, age, sexual orientation, religion, disability, and socio-economic status. We actively seek to create a space where everyone has a seat at the table and a voice in the conversation.

In our workplace, we are dedicated to providing equal opportunities for all. We are committed to recruiting, retaining, and promoting individuals with a wide range of backgrounds and experiences. We understand that diversity and inclusion go beyond compliance with legal requirements; they are at the core of who we are and what we stand for. We continuously strive to create a workplace where people from all backgrounds feel safe, respected, and empowered to bring their authentic selves to work.

Our programming reflects the diversity of the world we live in. We aim to feature stories, characters, and voices from all walks of life. We are committed to showcasing a wide range of perspectives, cultures, and experiences. We believe that the power of television lies in its ability to connect people, bridge gaps, and foster empathy. By showcasing diverse stories and perspectives, we aim to contribute to a more inclusive and compassionate society.

In addition to our on-air and workplace commitments, we are also dedicated to community engagement. We understand that our viewers come from all walks of life, and we aim to be a source of information, entertainment, and support for all. We actively seek out partnerships with organizations and individuals who share our commitment to diversity and inclusion and who are dedicated to making a positive impact in our community and beyond. Through these partnerships, our outreach programs, and events that celebrate diversity, we strive to make a positive difference in the lives of the people we serve. We recognize the influence we hold as a television media outlet and take that responsibility seriously. We pledge to use our platform to address important social issues, challenge stereotypes, and encourage meaningful conversations.

These principles guide our actions and decisions, but we acknowledge that we are not perfect. We are open to feedback and learning from our community. Working together we can create a more equitable and just world through the power of public television.