



Center for Public Media

Michiana Public Broadcasting Corporation **Diversity Policy**

Michiana Public Broadcasting Corporation (WNIT, “Michiana PBS”) embraces diversity and strives for inclusiveness in the organization’s governance, operations, programming, and community initiatives. We are committed to fostering, cultivating and preserving a culture of diversity and inclusion in all we do.

Michiana Public Broadcasting Corporation recognizes that our mission is enhanced when our board of directors, community advisory council, staff, and volunteers bring their diverse backgrounds and experiences to the selection and creation of WNIT’s programming and community outreach efforts.

We recognize the importance of reflecting the diversity of our viewers in the programming we offer. We believe that the wide array of perspectives that results from such diversity promotes innovation, creativity, and overall operational success.

To ensure our intents, Michiana Public Broadcasting Corporation:

- Recruits staff utilizing a wide variety of media
- Reviews our recruiting efforts on an on-going basis to avoid unintended or unlawful discrimination.
- Prohibits harassment based on race, sex, national origin, disability, sexual orientation, age or religion.
- Encourage employee development through internal training and offer other training on an equal opportunity basis.
- Provide respectful communications to all employees.
- Respect each employee’s point of view.
- Listens to the perspectives of our viewing public.

Michiana Public Broadcasting Corporation believes that being an indispensable and trusted community partner includes being an ongoing model of excellence and enhancing the quality of life in the areas we serve. By embracing diversity we show appreciation and respect for the differences we recognize in one another – physical, mental, and philosophical. Diversity makes us more aware, creative, flexible, productive, and competitive.



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