

Diversity and Inclusion Statement

July 1, 2022-June 30, 2023

WCNY is an equal employment opportunity employer. All employment is based on personal capacities and qualifications without discrimination for race, color, religion, sex, age, national origin, disability, or any other protected characteristic as established by law. The station takes steps to recruit and employ members of minority groups, women, veterans, and disabled individuals for all job classifications. Copies of periodic reports on the recruitment activities and employment profile of the station are available for public inspection.

WCNY's formal diversity policy, which is reaffirmed annually, is consistent with its long-held goal of achieving diversity in its workforce, management, and Boards. The policy states:

WCNY is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our people are the most valuable resource we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, 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 WCNY's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique – and our organization stronger.

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WCNY's diversity initiatives are applicable, but not limited to, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages:

- *Respectful communication and cooperation between all employees.*
- *Teamwork and employee participation, permitting the representation of all groups and employee perspectives.*
- *Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of the region we serve.*

WCNY is an equal employment opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. As such, WCNY is committed to providing a work environment that is free of all forms of unlawful harassment, discrimination, and retaliation.

The station is committed to having employees and programming that reflect the diverse environment of Central New York. The region covers a range of counties that include rural, urban, and suburban towns, villages, and cities. Across the region, the population is approximately 84% White, 6% Black, 4 % Asian, 4% Hispanic and 2% other. The median range is between 36 years old and 43 years old, depending on the county, and the area has a refugee and immigrant community that is growing, and strong LGBTQ and veteran populations.

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During the past year, WCNY has continued efforts to diversify its workforce, Board of Trustees, and Community Advisory Board. WCNY also took steps to increase diversity in subject matter experts who appear on its locally produced television and radio shows.

As of April 2023

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Employment Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
30	91%	3	9%	27	82%	6	18%	57	86%	9	14%

Community Advisory Board Statistics:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
7	64%	4	36%	4	80%	1	20%	11	69%	5	31%

Board of Trustees Statistics

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
8	73%	3	27%	5	72%	2	28%	13	72%	5	28%