

Chicago Public Media.

Human Resources

Diversity Policy

Chicago Public Media is committed to ensuring that its workforce and governing boards reflect the diversity found in the communities it serves. Central to Chicago Public Media's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. Chicago Public Media strives to create and foster a supportive environment in which all individuals may be successful and reach his or her full potential within the organization.

Chicago Public Media seeks a diverse workforce and governing body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

Chicago Public Media believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, sexual orientation, gender identity, physicality, education and socio- economic status.

To that end, Chicago Public Media has set the following diversity goals:

- To recruit and retain a diverse workforce that is representative of our service area.
- To provide equal opportunity in employment.
- To educate our management and staff in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek candidates for Chicago Public Media's Community Advisory Council and Governing Board who represent the geographically and demographically diverse composition of the many communities we serve.
- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for WBEZ internship opportunities and/or by participating in minority or other diversity job fairs.

Chicago Public Media is an equal opportunity employer and is committed to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.

For more information on Chicago Public Media EEO Outreach and EEO Activities, please visit Chicago Public Media online public file at <https://www.chicagopublicmedia.org/page/public-documents>