

## **Think<sup>TV</sup> Diversity Statement**

Think<sup>TV</sup> recognizes that a talented and diverse workforce is a key competitive advantage in our organizational success. Our diversity encompasses differences in ethnicity, race, gender, age, sexual orientation, religious beliefs, socio-economic status, physical abilities, political beliefs, and other ideologies. We believe that the wide array of unique and multiple perspectives that results from such diversity allows us to better fulfill our mission as a public media institution.

In an effort to support ongoing diversity, we strive to ascertain that our staff, board of trustees, and community advisory board are reflective of the diverse population we serve. Additionally, the Corporation for Public Broadcasting's (CPB) Diversity Eligibility Criteria requires public media organizations to adopt formal goals for diversity and to report annually on steps taken to work toward those goals. These actions are required for all stations receiving Community Service Grants funds (CSG).

To that end, Think<sup>TV</sup> has set the following diversity goals.

- To recruit and hire diverse individuals by utilizing a variety of employment sources and by engaging interns from various colleges and universities making it our intent to make every effort to find and hire individuals that represent the diversity of our community.
- To provide equal opportunity in employment.
- To educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek candidates for the Think<sup>TV</sup> Community Service Advisory Council that represents the geographically and demographically diverse composition of the many communities we serve.
- Seek diverse candidates for our Board of Trustees through the Nominating Committee process.