

## WLJT DIVERSITY STATEMENT - 2016

WLJT-DT is committed to fostering, cultivating and preserving a culture of diversity and inclusion to follow along with our mission statement. WLJT-DT values and respects all individuals in our community, and recognizes that factors such as age, color, ethnicity, family or marital status, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socioeconomic status, veteran status and other characteristics that make individuals unique. We serve all parts of our community and strive to reflect our community at WLJT-DT.

WLJT-DT knows that a diverse workforce, management team, governing body, and community advisory board contribute greatly to our knowledge and understanding of West Tennessee's diverse communities, and to our ability to deliver content and services that will help us attract, grow and engage audiences. We strive to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences, and talents that reasonably reflect the diverse needs of the community served by WLJT-DT. We believe our staff and boards reflect West Tennessee's population: men and women from diverse backgrounds in the communities we serve.

We believe we have assembled a WLJT-DT family that is reflective of West Tennessee's population and will continue to explore new opportunities for achieving and promoting this diversity and to monitor and evaluate our success. The means WLJT-DT adopts will always meet the standards of the federal and state law, WLJT's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

WLJT-DT offered diversity training to all staff and all available board members on November 10th, provided by Center Point Business Solutions, LLC.