

## 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.

For the period July 1, 2017 through June 30, 2018, the Think<sup>TV</sup> workforce was 43 percent female and 57 percent male. The population comprised of 4 percent African-American, 2 percent Asian/Pacific and 94 percent Caucasian.

Diversity goals extend to our Board of Trustees and our Community Service Advisory Council as well. The Think<sup>TV</sup> Board of Trustees has 32 voting trustees, 34 percent of whom are women and 13 percent are African-American. Our Trustees are multi-generational and represent a variety of professional and life experiences. The Think<sup>TV</sup> Community Service Advisory Council has 11 members, 55 percent of whom are women, 19 percent are African-American and 9% are Asian/Pacific.

Over the past two years, gender and ethnic diversity has remained fairly constant. The amount of employee turnover and hiring has been very low.

The Nominating Committee will continue the recruitment of diversity candidates to the Board of Trustees. We will continue to seek out diversity candidates to the Community Service Advisory Council. To strengthen and ensure diverse representation in our workforce, we will continue to broaden our base of recruitment sources including community based organizations, as well as sites that serve veterans, minorities, persons with disabilities, and state employment agencies.