



**Virgin Islands Public Broadcasting System
(WTJX-TV Channel 12 and WTJX-FM 93.1)**

Corporation for Public Broadcasting (CPB)
2016 Diversity Eligibility Report

INTRODUCTION

This report reflects the diversity initiatives of the Virgin Islands Public Broadcasting System, WTJX-TV Channel 12 and WTJX-FM 93.1. WTJX is committed to ensuring that its workforce and board of directors reflect the diversity found in the community in which we serve. We are committed to fostering, cultivating and preserving a culture of diversity and inclusion.

STATION HISTORY

The Virgin Islands Public Broadcasting System, known also by both the "System," and its call letters, WTJX (for St. Thomas, St. John and St. Croix), is committed to diversity in its workforce, management and board of directors. WTJX has been broadcasting in the Virgin Islands for 44 years. Our programs and services educate, entertain, inform and inspire. In addition to providing a full schedule of PBS programming, we continue to produce regularly scheduled public affairs programs, documentaries, and provide live coverage of cultural, historic and sporting events, throughout the community.

CPB DIVERSITY REQUIREMENTS AND COMPLIANCE

Like other Public Broadcasting Service, the System is eligible for funds from the Corporation for Public Broadcasting (CPB), which is a private corporation created by the Federal government. It is the largest single source of funding for public television and radio programming; and like all broadcast outlets, the System is regulated by the Federal Communications Commission (FCC). WTJX-TV is a member of the Public Broadcasting Service (PBS), a private, non-profit media enterprise, owned and operated by member stations which produces and distributes programs. In order to meet CPB's diversity requirements, the System has prepared the following data for this report.

2016-2017 DIVERSITY GOALS:

WTJX has established the following diversity goals for 2016-2017:

- 1. We will continue to create and foster programming and educational forums that are geared towards promoting awareness about diversity issues in our community;*

2. *We will monitor recruitment activity to ensure that we maintain a diverse workforce.*
3. *We will continue to provide job training opportunities to students so that they are equipped with the tools and resources needed for positions in public media.*
4. *We will strengthen our partnerships with diverse communities, groups and organizations.*
5. *We will continue our commitment to providing professional development opportunities that would allow staff to acquire skills that could qualify them for higher level positions.*

WTJX's Board of Directors and officials reviewed the practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (see 47 C.F.R. 73.2080).

DIVERSITY STATEMENT

Found on this webpage under the report section entitled - [Diversity Statement](#)

ACTIONS UNDERTAKEN

WTJX ensured that we created educational content and coordinated community engagement activities that reinforced our commitment to diversity. We ensured that individuals with different backgrounds and perspectives were included in our programming. We provided opportunities for volunteers from diverse backgrounds to offer their service to our organization. We embraced those individuals and treated them with respect and dignity. Moreover, we encouraged students from diverse organizations to visit our stations and learn more about television and radio broadcasting.

DIVERSITY PRACTICES AND INITIATIVES

Diversity and inclusion are instrumental at WTJX, as it contributes greatly to our success in providing services for our community. As such, we have the following initiatives in place:

- *WTJX will continue to explore new opportunities for achieving and promoting diversity and we will monitor and evaluate our success;*
- *We will review and update our diversity goals annually;*
- *We will ensure appropriate staff and the board of directors participate in annual training that focuses on diversity awareness, non-discrimination, and harassment compliance;*
- *We will strive to provide a host of educational programming and community outreach initiatives that connect to the diverse community in which we serve; and*
- *We will provide opportunities for others to learn and become acquainted with the rich and diverse aspects of our community.*