



SLB Radio Productions Inc
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Diversity Statement and Plan **Reviewed and re-affirmed by Board of SLB Radio Productions, Inc. on May 10, 2017**

As a provider of public radio programming, youth media programs, oral history projects and project-based learning opportunities for schools and community centers, it is particularly important that the people, practices and products of SLB Radio Productions, Inc., reflect the diversity of the communities in which we operate.

We value all people who live and work in the broad community we serve. We support and follow nondiscrimination policies and ethics policies, and are fully committed to equal opportunity and diversity. Job applicants, employees, contractors, partners and people we serve are treated with universal dignity and respect and without regard to mental or physical disability, race, creed, color, religion, gender, national origin, citizenship status, age, sexual orientation, marital status, employment status or, with respect to employment, any protected federal, state or local status unrelated to the performance of the work involved.

We also endeavor to reflect the diversity of the communities we serve through the composition of our board and advisory board, and work hard to recruit candidates who add diversity in ethnicity, age, experience and gender as well as needed skill sets.

We strive:

- To recruit, develop and retain a diverse workforce and board that is representative of the communities we serve.
- To provide equal opportunity in employment.
- To educate management and staff in best practices for maintaining an inclusive and diverse environment in all we do.
- To measure and continually evaluate the diversity of experiences and voices we present to our audiences by booking guests and creating radio programming reflective of the diversity of our community.
- To measure and continually evaluate the diversity of the communities, schools and people who participate in our youth programs, oral history projects and project-based learning activities.
- To provide professional development opportunities for all staff to learn about ways to create a more diverse workforce and to maintain a culture of dignity and respect for all people in an environment that passionately encourages freedom of expression and mutual respect while also relentlessly holding no tolerance for discrimination, harassment or appearance of same.
- To work with other organizations committed to the principles and practices expressed herein.

The on-boarding process for employees, volunteers, and board members shall include review and discussion of this document. At least one staff meeting and board meeting per year shall include a review of the principles and practices herein. The Executive Director and Board President shall be responsible for providing leadership with respect to these principles and practices, modeling such behaviors, and being immediately available if concerns are raised by applicants, employees, audience members, volunteers or any other person or organization.