

## **DIVERSITY, EQUITY, AND INCLUSION**

WCNY is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our people are the most valuable resource we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and WCNY's achievement as well. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique – and our organization stronger.

The station is committed to having employees and programming that reflect the diverse environment of Central New York. The region covers a range of counties that include rural, urban, and suburban towns, villages, and cities. Across the region, the population is approximately 84% White, 6% Black, 4 % Asian, 4% Hispanic and 2% other. The median range is between 36 years old and 43 years old, depending on the county, and the area has a refugee and immigrant community that is growing, and strong LGBTQ and veteran populations.

WCNY's diversity initiatives are applicable, but not limited to, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of the region we serve.

WCNY is an equal employment opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. As such, WCNY is committed to providing a work environment that is free of all forms of unlawful harassment, discrimination, and retaliation.