



Statement of Commitment to Diversity

WXXI, CITY News and The Little Theatre recognize and value diversity in everything we do. We believe a diverse workforce, management team, governing body and Community Advisory Board greatly contributes to our knowledge and understanding of our own organization and the communities we serve. Diversity makes us stronger and enhances our ability to deliver content and services that aid in attracting, growing, and engaging audiences.

Central to our mission, vision, and values is maintaining -- and encouraging -- an environment that embraces and celebrates the power of diversity. As such, we strive to create and foster a space where all individuals can be successful in reaching their full potential within the organization. This effort is achieved by honoring and respecting the personalities and capabilities of each individual in their respective roles. It was adopted as a goal in our just-completed *Strategic Direction*:

We commit clearly and definitively to diversity and inclusivity that is reflected fully in staff and leadership, content development, and community engagement that serves everyone in the community.

We will track diversity data across identity group and demographic categories. We will develop a station wide plan to inspire meaningful engagement across identity groups in all their various forms. We will provide sourcing and inclusivity training programs for content developers.

To bring this concept to life, WXXI has conducted Listening Sessions open to all employees to have conversations about race and equity. We have focused on recruiting from a broad array of job boards, enabling us to hire and promote qualified candidates from within a sphere of cultural and ethnic backgrounds, personal experiences, characteristics, and talents that reflect the variety and scope of differences that exist within the state and incorporate the needs and interests of the communities we serve.

WXXI will continue to explore new opportunities for achieving and promoting diversity, as well as monitoring and evaluating our continuum of success.