

WOSU Public Media Diversity Policy

WOSU is committed to having a staff and advisory board that reflect the diversity of its community of service. Managers are encouraged to interview a well-qualified and diverse candidate pool for all open positions. Overarching WOSU's diversity goals is our affiliation as a non-academic unit within Administration & Planning at The Ohio State University. WOSU follows University guidelines on workforce makeup that are available at the following link:

Affirmative Action Policies:

<https://hr.osu.edu/services/affirmative-action/statement-of-policy/>

<https://hr.osu.edu/benefits/notice-of-nondiscrimination/>

WOSU's license holder and governing board is The Ohio State University Board of Trustees (<http://trustees.osu.edu/>). The selection strategy for trustee members is to provide a diverse board of gender, race, and profession. Similarly, the WOSU Friends Advisory Board's strategy is to recruit a cross section of board members reflective of the entire central Ohio community.

Augmenting WOSU's diversity efforts, the University maintains an updated website that provides hiring managers with tools and resources for the identification and recruitment of diverse applicants for staff positions.

WOSU's management and appropriate staff regularly attend training sessions on diversity awareness. WOSU has a staff representative who serves on the OSU Administration and Planning Diversity Council. In August 2020, WOSU created a Diversity Advisory Team to accelerate its focus on diversity training and discussion across the organization.

WOSU maintains and updates an annual report provided with hiring goals, guidelines, employment stats and actions undertaken to satisfy this policy.

WOSU produces an annual content review that provides specificity to its diversity of programming at: <https://wosu.org/wp-content/uploads/2020/02/2019-wosu-diversity-programming-review.pdf>

WOSU meets applicable FCC EEO and diversity guidelines.

(Updated 8/27/2020)