Diversity Statement

Tri States Public Radio as an outreach service of the College of Fine Arts and Communication at Western Illinois University is committed to following the University President’s Statement on Diversity and Inclusion in all that we do. ([http://www.wiu.edu/equal_opportunity_and_access/statement.php](http://www.wiu.edu/equal_opportunity_and_access/statement.php))

We are equally committed to following the hiring practices as outlined by WIU’s Equal Opportunity and Access Office’s Policy Statement. ([http://wiu.edu/policies/affirmact.php](http://wiu.edu/policies/affirmact.php)). The TSPR staff currently numbers seven. Our staff lost several positions in fiscal year 2019; the economics of the station and University prevents us from filling those positions. Of the seven staff members three are women. TSPR does offer internship opportunities to students at WIU so that they may gain valuable work experience. TSPR has had a number of diverse individuals work in our operations and news department, including individuals of color and members of other diverse populations, through our student employment opportunities.

TSPR is committed to including diverse voices in every aspect of our programming. This commitment has led to the following goals.

- To include the diverse voices in our community in newsgathering, commentary and cultural programming.
- To offer local and national programming that highlights the culture, viewpoints and/or issues facing minority or underserved populations.
- To offer employment and internship opportunities to a diverse selection of individuals when available.

To achieve these goals we regularly audit our efforts of the inclusion of diverse voices in our local programming. Once a year, we review our annual programming offerings to make sure we are including the best possible programs that speak to the diverse groups we know are represented in the communities we serve. When opportunities for employment or internships are available we will make sure we are reaching out to organizations that serve minority populations to list opportunities.

For the past several years Tri States Public Radio has offered the following national programs as part of our inclusion initiative: Latino USA, 51%, Snap Judgement and Concierto (Bi-lingual music programming).

In an effort to increase our awareness and responsiveness to diversity issues members of the Tri States Public Radio staff attend the Dealing with Difference Institute held on WIU’s campus each May. Staff members who attend share what they learned with those unable to attend.

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COLLEGE OF FINE ARTS AND COMMUNICATION
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