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).

We are equally committed to following the hiring practices as outlined by WIU’s Equal Opportunity and Access Office’s Policy Statement (http://www.wiu.edu/policies/affirmact.php). The TSPR staff currently numbers seven full-time and one part-time employees. TSPR lost several staff positions in fiscal year 2019; the economics of the station and University prevents us from filling those vacated positions. Of the seven full-time staff, four are women and one is a member of the transgender community.

TSPR offers internship opportunities to WIU students so they can gain valuable professional experience. TSPR has had a number of diverse individuals work in our operations and news departments as student employees, including international students, individuals of color and members of other diverse populations.

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

- To include 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. As opportunities for employment or internship become available, we will make sure we are reaching out to organizations that serve minority populations to list opportunities.

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

In an effort to increase 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, sharing what they learned with those unable to attend. (DWDI cancelled in 2020 due to Covid-19) All staff members annually complete WIU’s Harassment Prevention and Diversity training modules.

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APPROVED:
COLLEGE OF FINE ARTS AND COMMUNICATION

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