

WNET Diversity Statement

WNET believes that diversity is about learning from others who are not the same, and that differences such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies can enhance the work we do in public media. We believe that as a diverse and inclusive organization, recognizing the unique and multiple perspectives of our employees, we can better fulfill our mission. As a public media institution, our message is enhanced by our diverse workforce where everyone is empowered to make a difference.

WNET's commitment to diversity and inclusion is reflected in its employment policies:

WNET is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, color, religion, gender, national origin, ancestry, age, physical or mental disability, citizenship, sexual orientation or preference (actual or perceived) including transgender, genetic information, marital status, pregnancy, veteran's status, political affiliation, a victim of domestic violence or any other characteristic protected by law. This policy applies to all terms and conditions of employment.

To build and sustain a diverse workforce, WNET strives to attract, develop and retain the best talent from a variety of experiences and backgrounds and to provide a culture of inclusion where all individuals feel respected, are treated fairly, and have the opportunity to excel. Our work environment encourages learning from others to capture the advantage of unique perspectives.

For the period July 1, 2014 through June 30, 2015, WNET's workforce was 59 percent female and 41 percent male. People of Color comprised 26 percent of the population. Our employees are multigenerational with two percent Traditional Generation, 38 percent Baby Boomers, 35 percent GenerationX and 25 percent Millennials.

Diversity goals extend to our Board of Trustees and our Community Advisory Boards as well. WNET's Board of Trustees has 38 voting trustees, 42 percent of whom are women and eight percent are people of color. Our Trustees are multi-generational, (ages spanning six decades) and represent a variety of professional and life experiences. Additionally, Public Media NJ's Board of Trustees for Public Media NJ, Inc. has 14 voting trustees, 21 percent of whom are women and 14 percent of whom are people of color. The THIRTEEN/WLIW Community Advisory Board has 29 members, 52 percent of whom are women and 38 percent are people of color. The NJTV Community Advisory Board has 9 members, 33 percent of whom are women and 33 percent of whom are people of color.

Over the past two years, WNET's gender and ethnic diversity has remained consistent.

To strengthen and ensure diverse representation in our workforce, we will continue to broaden our base of recruitment sources including community based organizations, as well as sites that serve veterans, minorities, persons with disabilities, and state employment agencies. We will continue to develop, expand and participate in minority and other diversity job fairs. We are exploring new initiatives such as partnering with Workforce Opportunity Services to develop a technical training program to help build a diversity talent pipeline through a unique work study program.

