

## **SMOKY HILLS PUBLIC TELEVISION CORPORATION**

### **CPB CSG DIVERSITY ELIGIBILITY**

Smoky Hills Public Television Corporation is completely committed to its mission, vision & values. Smoky Hills recognizes the environment that it broadcasts in is continuously evolving. For Smoky Hills to continue to evolve it is important to recognize diversity in the workforce, management and boards, including community advisory boards and the governing board.

Smoky Hills Public Television Corporation defines diversity on a larger scale than race and gender. Diversity includes disability, religious belief, age, culture, sexual orientation, physicality, education and socioeconomic status.

Smoky Hills Public Television Corporation understands and embraces the need of diversity in all aspects.

The community advisory and governing board will annually review and analyze the diversity of their respective board, while management and appropriate staff of Smoky Hills will participate in formal training. An annual report will be made available of the organization's hiring goals, guidelines, employment statistics, and actions undertaken.

### **SMOKY HILLS PUBLIC TELEVISION CORPORATION DIVERSITY GOALS FOR FY 2025**

Smoky Hills Public Television Corporation's goal is to develop a culture of diversity throughout the station, including but not limited to employees, board of directors, community advisory board, volunteers, programming decisions, outreach initiatives, and hiring. Smoky Hills Public Television Corporation will not discriminate based on any facet of diversity. Smoky Hills Public Television Corporation will seek opportunities to help foster diversity throughout the station.

Smoky Hills PBS Diversity Goals for FY 2025 include:

1. Keep staff diverse with regard to gender and age
2. Create greater understanding of the importance that each individual brings to our organization in an effort to embrace a diverse culture
3. Seek to recruit and employ more veterans to the staff
4. Continue to produce local programming that reflects the diverse ethnic culture of our viewing audience
5. Recruit board and community advisory members with varying backgrounds