

Diversity Statement: CPB Policy

The following are the Diversity Policy Guidelines for WBJC and its licensee, Baltimore City Community College (BCCC). These guidelines are developed to show compliance with the Corporation for Public Broadcasting.

Diversity Goals.

WBJC is located in the City of Baltimore; its broadcast reach includes the entire city plus a large portion of the surrounding counties in Central Maryland, the District of Columbia and some areas in contiguous states.

While the station's predominant format is classical music, which is open to all to enjoy, the station strives to achieve diversity through efforts beyond its music. First and foremost, WBJC's licensee, BCCC, has a diverse Board of Trustees which has ensured that the College's mission and hiring practices are in full compliance with diversity goals. The following statement can be found on the BCCC website:

Equal Employment Opportunity Statement

Baltimore City Community College is an Equal Opportunity Employer and does not discriminate on the grounds of race, color, gender, religion, age, sex, sexual orientation, national or ethnic origin, physical or mental disability, marital status, veteran status, or any protected class prohibited by law. Baltimore City Community College is committed to diversity and inclusion and seeks to foster positive human relations among all individuals and groups within the community.

Baltimore City Community College does not tolerate discrimination, including workplace harassment, based on race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation, and pregnancy), age, disability, genetic information, marital/parental status, political affiliation, or retaliation for opposing discriminatory practices or participating in the discrimination-complain process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits and separation.

It is the policy of Baltimore City Community College to prohibit discrimination against any person on the basis of race, ethnicity, creed, religion, sex, color, ancestry or national origin, age, political opinion, sexual orientation, marital status, veteran status, genetic information, occupation, source of income, gender identity or expression, physical appearance, familial status, or physical or mental disability of otherwise qualified individuals.

Baltimore City Community College is committed to providing equal employment opportunity to its faculty, staff and job applicants through non-discrimination in its employment practices including, but not necessarily limited to, recruitment, hiring, training, promotional opportunities, compensation, discipline, and termination.

To deter overt discrimination, Human Resources will help faculty and staff to become aware of and to recognize more covert and subtle forms of discrimination through educational programs and remove institutional barriers to equality. All members of the college community are expected to abide by Non-Discrimination Policy #2017 and city, state and federal requirements. Persons charged with a violation

of this policy, if substantiated, may be subject to disciplinary action, including discharge, in addition to the penalties imposed under state and federal law.

Review of Station Practices.

Consistent with past practice, and as further suggested by the CPB Policy Guidelines, WBJC will ensure that the diversity goals as outlined above are adhered to in all hiring matters. Additionally, all station staff members will be required to attend Diversity training on an annual basis and station management will review internal practices to ensure continuing compliance with applicable FCC guidelines.

Diversity Statement.

The CPB Policy Guidelines include a request that each community service grant recipient prepare a brief statement that covers (a) the elements of diversity (gender, race, culture, religion, language, generation) that WBJC finds important to its public media work, (b) the extent to which staff and governance reflect such diversity, and (c) the progress that the station has made in the last two or three years as well as its diversity plan for the future.

This document, as a whole, is submitted as constituting such a statement. In addition to what has already been stated above, the following facts are offered:

Of the 9 member BCCC Board of Trustees, 4 are of African American descent and 3 are women. The current BCCC Chairman of the Board is of African American descent.

With respect to staff, there are 11 full-time employees; 2 are of African-American descent and 6 are female. 5 of the full-time employees are dual citizens having been born in Canada, Mexico, The United Kingdom, South Africa, and India.

Initiatives.

The CPB Policy Guidelines asks that the station undertake on an annual basis at least one of five enumerated initiatives, which it does:

- WBJC works closely with its licensee to offer internships in production, editing and administrative skills ... most interns are ethnically diverse.
- The BCCC Board of Trustees regularly includes diverse candidates in its governing boards.
- WBJC's staff members are annually given diversity training.
- WBJC has currently employed, both in paid and volunteer capacities, members of the elderly community.
- WBJC has funded a scholarship program which will be offered to the diverse Baltimore City Community College Community to further their educational efforts in journalism and broadcasting.