

Community Representation Statement

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 Affirmative Action employer that does not discriminate on the grounds of race, color, gender, religion, age, sex, sexual orientation, national or ethnic origin, physical or mental disability, pregnancy, Genetic Information (GINA), 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 is committed to diversity and inclusion and seeks to foster positive human relations among all individuals and groups in addition to faculty, staff and job applicants through non-discrimination in its employment practices within the community. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits and separation.

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, 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, WBJC ensures that the diversity goals as outlined above are adhered to in all hiring matters. Additionally, all station staff members are 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.

Of the 8 member BCCC Board of Trustees, 6 are of African American descent and 5 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.

WBJC has undertaken the following initiatives in the past year.

- The BCCC Board of Trustees regularly includes diverse candidates in its governing boards.
- WBJC's staff members are annually given diversity training.
- WBJC has engaged in 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.