

WFSU PUBLIC MEDIA
Television and Radio
Organizational Diversity Goals

WFSU Public Media is committed to a work environment in which all employees are treated with respect and dignity. WFSU is licensed to Florida State University and as such follows the policies set forth in the **EQUAL OPPORTUNITY AND NON-DISCRIMINATION STATEMENT** dated January 2022:

Florida State University (University) is an equal opportunity employer and educational provider committed to a policy of non-discrimination for any member of the University's community on the basis of race, creed, color, sex, religion, national origin, age, disability, genetic information, veterans' status, marital status, sexual orientation, gender identity, gender expression, or any other legally protected group status. This policy applies to faculty, staff, students, visitors, applicants, and contractors in a manner consistent with applicable laws, regulations, ordinances, orders, and University policies, procedures, and processes.

WFSU Diversity Mission Statement:

To cultivate an organization representing a wide variety of individuals and differences at all levels, in an environment that engenders respect and provides opportunities for individuals to achieve their full potential as organizational goals are met.

WFSU Diversity Goals:

- WFSU will strive to create and maintain a culture that embraces diversity and inclusion, based on the belief that diversity considerations extend beyond race and gender and encompass all differences.
- WFSU recognizes that while visible diversity is a benchmark, the organization will strive to include the unique skills and talents of each individual.
- WFSU will recruit and retain a diverse workforce by actively promoting employment opportunities and advancement through channels and avenues aimed at reaching a diverse pool of current and potential employees.
- WFSU will provide diversity and inclusion training and educational opportunities for all management and staff to cultivate an environment of acceptance and understanding.
- To review and if needed update the WFSU diversity statement and goals.

WFSU's Ultimate Goal Is To Create and Maintain a Professional Environment So That:

- The work environment is such that each employee is positioned for success in pursuing and realizing their full potential within the organization.

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- All stakeholders (staff, students, volunteers, visitors and audiences) have the opportunity to be included and to do their best work for the organization in order to realize the common goal of organizational excellence.
- A climate exists that encourages respectful discourse on diversity and creates opportunities for interaction and cross group learning.
- All employees are included in work that supports the organization's mission, vision and values, while recognizing each individual's uniqueness and creativity.
- The organization is known as a place where opportunities exist for the professional development and advancement of all employees.

WFSU Diversity, Equity, and Inclusion Committee:

A nine-person staff committee provides the needed focus on ensuring that the organization takes the best steps to meet WFSU's diversity goals.

WFSU's staff demographics are approximately 55% white/non-Hispanic and 45% persons of color and essentially an equal male/female split for both management and total staff.

FSU's Board of Trustees (WFSU's Governing Board) is 67% white/non-Hispanic and 33% persons of color.

Progress in 2022 and Plan for 2023:

WFSU serves a diverse community. In fact, the city of Tallahassee (the primary metro area for WFSU's coverage) is approximately 40% African American population. That being said, this year WFSU produced a 6-part podcast series titled: "Not So Black And White – A Community's Divided History" <https://wfsu.org/nsbw/not-so-black-and-white-tallahassee-leon-county-divided-history>.

This project is the perfect example as to why recognition of the elements of diversity is important to the work of public media and WFSU.

The series is a first-of-its-kind for this region – an extensive look at racial history, what has the community done (or not) over the past 50 years to deal with inequities and divisiveness. Captured through the voices of people in the community who share their stories surrounding education, the church, employment and "the other side of the tracks."

This will be an on-going project and serve as a goal and plan for next year and beyond to continue these conversations and look for solutions.

WFSU and FLORIDA STATE UNIVERSITY ACTIVITIES

Initiative Title: Internship/Externship and Student Participant Programs Initiative Description:

WFSU Public Media has had a very successful Internship/Externship Program in place for several years. This program provides students/volunteers the opportunity for hands-on experience in all areas of the broadcasting field, such as production, promotion, talent, news and community outreach. WFSU's internship/externship programs can occur at any time throughout the academic year and typically range from high school to college students who are from local area schools and surrounding Universities. WFSU remains very committed to the success of this program year after year. The station makes it a top priority to foster a safe and welcoming environment for all students and volunteers who participate in these programs. The overall mission is to provide students/volunteers with an opportunity to learn valuable tools that they can utilize in their future careers, build beneficial connections with the station's staff, and have a meaningful experience during their time spent at WFSU.

- The WFSU Television Production Department offers internships primarily to students who have an interest in Media/Film Production or Communications Studies. During this reporting period, the production department had 4 interns/student volunteers. The WFSU Education & Community Outreach Department also offers internships to students who are interested primarily in Early Childhood Education. During this reporting period, they had one event intern. In addition, WFSU employs many FSU students throughout the academic year to work on a paid hourly basis in various departments at the station; these students typically work in positions that fall in line with their interests and/or academic studies.
- During this reporting period the Executive Producer for WFSU TV mentored one individual through the organization Public Media Women in Leadership.
- 411 Teen is a weekly program produced by WFSU-FM and hosted by Dr. Liz Holifield, who is a professor at Florida A&M University. Each week students from local area high schools serve as guest(s) on the program and address important topics that have a profound effect on teenagers. Dr. Liz Holifield and the students who participate in the program are all volunteers of WFSU.

Diversity Training offered to all FSU Employees:

The University provides training opportunities to increase leadership and multicultural competencies for faculty and staff. Diversity and inclusion training classes and training certificate series are offered free of charge to FSU employees. Training classes and certificate series currently offered include:

Social Justice Ally Training – the mission of the Social Justice Ally Training program is to educate members of the FSU community about issues related to social justice in order to develop allies who will

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promote an equitable and inclusive environment and serve as social change agents in a diverse and global society.

Global Partner Certificate – designed for students, faculty, and staff who are committed to understanding and appreciating cultures and who are interested in learning how to better assist international student scholars at FSU.

Embracing Diversity: Cultivating Respect and Inclusion – The Office of Human Resources delivers unique and interactive diversity training, reaching far beyond race, culture, gender, sensitivity and tolerance. This training course provides an overview of diversity and inclusion, such as history, definitions, and what diversity and inclusion mean to FSU. Through interactive activities and videos, participants are introduced to the value proposition for diversity—What’s In It For Me culture—as a framework for understanding diversity, different generations in the workplace, tools on how to handle conflicts, and much more.

Diversity and Inclusion Training Certificate Series – The certificate creates an opportunity for faculty and staff to explore strategic areas around diversity and to learn more about the ways in which they can assist in creating a welcoming and inclusive campus for all. The Diversity and Inclusion Certificate is a partnership between the Center for Leadership & Social Change, Human Resources, and other diversity-related offices and programs across the University.

FSU Diversity & Inclusion Certificate: An Introduction & Overview - This overview is an interactive online presentation designed to introduce participants to the purpose and goals of the FSU Diversity & Inclusion Certificate. This session will outline the three components of the certificate in detail. The presentation will also provide tips on how to navigate the Certificate's Blackboard site. (PDDI01)

D&I Core Session 1 - Cultural Competence & Higher Education - This workshop will provide participants with an understanding of multiculturalism and cultural competence within the broad context of higher education. This session will focus on enhancing our awareness, knowledge and skills in the area of multicultural competence in order to work more effectively with diverse student, faculty and staff populations. Our university's efforts related to diversity will be discussed and participants will explore the connection between multicultural competency and their professional role at the university. (PDDI02)

D&I Core Session 2 - Cultural Competence in Administration & Management - The purpose of this workshop is to explore cultural competence as it relates to the administrative, management, and leadership tasks common throughout our campus environment. Participants will reflect on how diversity influences leadership, planning, and teamwork in their areas. The multicultural competencies associated with meaningful and culturally relevant services are identified, and strategies for developing these competencies are explored. (PDDI03)

D&I Core Session 3 - Cultural Competence in Teaching & Research - This workshop will focus on exploring the awareness, knowledge and skills required by instructors and faculty in their central roles as educators in transforming higher education through teaching and research. During the session participants will explore recommendations related to multicultural competence in research and teaching, curricular transformation, and assessment. (PDDI04)

University Design on Campus: In our community of faculty, staff, and students, we each have a vast array of cultures that we add to the FSU campus. In this session, there will be an opportunity to learn

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more about deaf culture, and how you can aid in creating a campus that is accessible with universal design. This session is applicable to faculty and staff in any role on campus, whether it is in the classroom or an office. (PDDIE1)

Student Veteran Success: As a campus that strives to produce a smooth transition into college life for veterans, attend this session to learn more about student veterans. Learn about the successes, challenges, and opportunities for student veterans and discuss actions you can take to ensure graduation and a positive campus experience for veterans at FSU. (PDDIE2)

ADA: Understanding the Americans with Disabilities Act: Learn how to navigate through the minefields of employment law by examining issues related to Disability Law at the Federal, State, and University Policy level. Participants will gain an understanding of the requirements of the Americans with Disabilities Act and what constitutes discrimination against a person with a disability. (COADA2)

EEO: Avoiding Minefields in Employment Practices: Examines issues related to Equal Employment Opportunity Law at the Federal, State, and University Policy level. Participants will gain an understanding of anti-discrimination law and discuss guidelines on how to recognize and avoid discriminatory behaviors at work. (COEE01)

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Managing Intercultural Conflict: This workshop will introduce participants to various styles of intercultural conflict management and negotiation processes. Participants will learn how to assess their cultural management style in order to be more effective when working across cultures and manage cultural issues successfully. (CSMIC1) **Seminole Allies and Safe Zones 101:** This workshop is a basic training in allyship and contemporary LGBTQ issues. (PDSZ01)

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Seminole Allies and Safe Zones 201: Trans Ally is a two-hour training that will engage participants in understanding trans* identities, gender variance, socialized gender expectations, intersex identities, and becoming allies to people with trans* and other gender variant identities. (PDSZ02)

Seminole Allies and Safe Zones 301: These "Train the Trainer" workshops allow attendees to learn how to facilitate Seminole Allies and Safe Zones trainings under the guidance of the Safe Zone coordinator. (PDSZ03)

Advising and Helping Skills: As a part of the Diversity & Inclusion Certificate, this elective session on

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Advising & Helping is focused on best practices for faculty and staff when working with diverse populations. College students have unique backgrounds, experiences, and identities, including academic interests and student organization membership. Through the use of real examples and application of theory, we will work towards building inclusive practices for our multifaceted student population. (PSAHS1)

Assessment in Action: In this Diversity & Inclusion Certificate Elective Session, learn about the use of assessment and evaluation through self - awareness and inclusive practices. Feel free to bring your own assessment instrument to the session to receive tips on how to improve it for use with students, faculty, and staff in courses, programs, and services. (PDAIA)

Using Inclusive Language: Political correctness is a goal for many, in the office, classrooms, and on campus. During this session, the history of the words and phrases often used and at times scrutinized will be shared. Join us for an open conversation that will increase your knowledge of inclusive language and bring your own examples of language you have questions about to the session! (PDDIIL)

Dialogue and Hot Topics: In the midst of a tumultuous year of religious warfare, police brutality, and political debates, conversations on these topics can escalate rapidly and break down opportunities for understanding. In this session, attendees can expect to learn more about the history and practice of dialogue, identify topics of concern in the media and on campus, and review facilitator skills that can assist in processing disagreements. This session is applicable to faculty and staff in any role on campus, whether it is in a classroom or office environment. (PDDIED)

Immigration Essentials – International Students, Employees, and Visitors – This workshop covers some of the basic issues and paperwork related to employing international students and other international employees. It also covers the process of inviting and assisting international visiting scholars.

The Noles Leadership Book Club – offers faculty, staff, and students the opportunity to focus together on one leadership text per semester and participate in facilitated discussions.

- **The Institute for Academic Leadership** – a faculty development program that conducts workshops to enhance the planning, management, and leadership competencies of department chairpersons, deans, and academic administrators of the State University System of Florida. This institute also conducts a biennial conference for deans and associate deans.

- **Advance Leadership Development Program** – The Advance Leadership Development Program is a new training certificate program currently being piloted. It is designed to foster growth and development of administrative and academic leaders at Florida State University. The Program is designed to complement on-going campus efforts to improve succession planning and expand the pipeline of diverse and talented leaders who will continue to move the University toward its vision of achieving a University climate of inquiry, engagement, collegiality, diversity, and achievement.

- **The Frontline Leadership Program** – a skills training program designed for new supervisors, developing team leaders, or front-line supervisors with a focus on team building, policies, and procedures, as well as legal and compliance issues that are specific to Florida State University.

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- **The Partnership Program** – allows mid-level to senior-level leaders an opportunity to experience a unique leadership series. The yearlong program provides a professional development opportunity for University faculty and administrative staff who have an interest in expanding their leadership skills.

The Osher Lifelong Learning Institute: FSU offers a scholarly and exciting program of classes targeted to mature adults over 50 who want to learn in a stress free environment where there are no tests and no homework. The Osher Lifelong Learning Institute (OLLI) is a network of programs that partner with universities such as Florida State. They are associated with the Pepper Institute on Aging and Public Policy and receive funding through membership dues, class fees, and funding from the Bernard Osher Foundation, which recently awarded a million dollar endowment to us in the beginning of 2012. **There is a fee for this program.**

The University participates in annual events and forums to engage the campus community around issues of diversity, equity, and inclusion. Some of the events are as follows:

The Dr. Martin Luther King, Jr. Distinguished Service Award – This annual award was established in 1986 to honor a faculty member, administrator, or staff member for his or her outstanding service in keeping with the principles and ideals of Dr. King. While the award is a tremendous honor, it also carries a monetary stipend for the recipient. The Dr. Martin Luther King, Jr. Distinguished Service Award recipient is named at FSU's annual Dr. Martin Luther King, Jr. Keynote Celebration. Nominations are solicited for a member of the University community who exemplifies Dr. King's ideals and the University's commitment to diversity. Faculty nominees must demonstrate scholarly excellence and a commitment to diversity. Administrative and staff nominees must exemplify a commitment to fostering a diverse campus community. Members of all racial/ethnic groups are eligible for the award.

Dr. Martin Luther King, Jr. Commemorative Celebration – features student performances; MLK Scholarships and MLK Distinguished Service Awards; and a keynote address.

MLK Dinner Dialogue – gives the Commemorative Celebration Speaker a chance to interact with students, faculty, staff, and alumni via an informal dinner.

CommUNITY Dialogue Series – A speaker series that brings together faculty, staff, and community members with FSU students in a discussion surrounding identity and current events. Much like a brown bag series, a singular topic is discussed by the group in a collegial environment. The format often includes films and videos and lunch is provided for participants.

With Words – This museum-style exhibit through the Center for Leadership & Social Change aims to educate members of the University and Tallahassee community while connecting them to resources that deal directly with domestic and global social justice issues. Using quality research and multisensory experiences, the program seeks to inspire compassion for these issues so participants can engage in meaningful conversations to create change.

Women's Leadership Institute – In collaboration with Women4FSU, this two-day leadership development program seeks to engage women to enhance their gender and leader identity and capacity. Participants are challenged to accept responsibility to lead their peers in positive change.

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TEDxFSU – TEDx is a program of local, self-organized events that bring people together to share a TED-like experience. The event is called TEDxFSU, where x=independently organized TED event. At the TEDxFSU event, TEDTalks video and live speakers work together to spark deep discussion and connections in a small group setting.

International Coffee Hour – the Center for Global Engagement hosts a weekly coffee hour focused on different countries in an effort to share culture, traditions, and customs with the FSU community.