

## **MINNESOTA PUBLIC RADIO STATEMENT OF DIVERSITY**

The Mission of Minnesota Public Radio (MPR) and its three regional services (MPR News, Classical MPR, and The Current) is “...to enrich the mind and nourish the spirit; to expand the perspectives of our audiences; and help [our Audiences] strengthen their communities.”

Our communities, the communities we work and live in, and the communities we serve, are rapidly changing – economically, demographically, technologically and socially. Fulfilling our Mission requires a deep understanding of our community—the people, the issues and the aspirations. To that end, we know that the workforce of Minnesota Public Radio must reflect the communities we serve in every possible way. MPR believes that a diverse workforce, as well as a culturally-competent leadership team, Board of Trustees, Regional Advisory Council and community partnerships are critical to enhancing our understanding and knowledge of audiences in Minnesota and the region.

At Minnesota Public Radio, workplace diversity and inclusion are key components of our strategic plan. We know diversity as all the differences that make us unique including but not limited to race, color, ethnicity, language, nationality, sexual orientation, religion, gender, gender identity, socio-economic status, geography, years of service, age, physical and mental differences.

Currently our female workforce is 50.8%, compared to 41.9% in the industry and 49.2% in Minnesota. Our ethnically diverse workforce is 15.5%, compared to 26.8% in the industry and 17.9% in Minnesota. While this is a start, we constantly strive to do more. We work diligently to recruit a broad pool of candidates, enabling us to hire and promote qualified individuals whose personal experiences, characteristics and talents reasonably reflect the diversity of the communities served by Minnesota Public Radio.

Inclusion is an organizational value at MPR. We acknowledge that our differences and our similarities are equally important. Together, they make each of us unique contributors to our Audiences. An inclusive environment is one where employees feel pride in who we are and what we do, feel welcome in our culture, and see a future with us.

MPR’s continued relevance in a rapidly changing world is dependent upon our ability to listen, translate and act as a communications platform. To do this such that our Audiences continually find real value in our public service, Minnesota Public Radio continues to explore new opportunities to celebrate our growing diversity, and to monitor and evaluate our success in this regard. All the while we ensure that we meet the standards of federal and state law, Minnesota Public Radio’s Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting’s Diversity Eligibility Criteria.

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