

**CAPITAL OF TEXAS PUBLIC TELECOMMUNICATIONS COUNCIL (AUSTIN PBS)
NON-DISCRIMINATION AND DIVERSITY STATEMENT AND POLICY
2019-2020**

The Capital of Texas Public Telecommunications Council (Austin PBS) is the provider of PBS programming to the Austin, TX broadcast market area, as well as a media producer and educational service provider.

In order to fulfill our mission, Austin PBS must be responsive to diverse interests and perspectives. Austin PBS believes that diversity and inclusion are key drivers of creativity, innovation, and the successful creation and delivery of programming and content that have a positive community impact. Austin PBS appreciates that diversity is much more than gender, gender identity, race, color, national origin, religion, sex, age, disability, marital status, education, geographic location, occupation, political preference or any other status or condition. Austin PBS believes that diversity also includes diversity in the ways of thinking, life experiences and manners of perceiving our world.

Diversity Goal:

The goal of the Austin PBS Board of Directors, Community Advisory Board, staff and management is to provide high-quality educational programming to the diverse citizenry of Central Texas and we are therefore committed to maintaining a diverse Board of Directors, Community Advisory Board, staffing and management that will effectively provide programming that is interesting, relevant and important to our diverse communities.

Non-Discrimination Policy:

Austin PBS will not discriminate in employment and will take affirmative action to ensure that unlawful discrimination does not occur based on race, color, sex, age, religion, political belief, national origin, sexual orientation, gender or gender identity, physical or mental disability or veteran's status or any other status protected by federal, state or local law.

No employee of Austin PBS shall discriminate against an applicant for employment, fellow employee, viewer, member, or any recipient of the station's services because of race, color, sex, age, religion, national origin, physical or mental disability, sexual orientation, gender or gender identity or because of the person's veteran status.

FORMAL APPROVAL: The Austin PBS Diversity Statement was approved by Austin PBS Board of Directors on November 21, 2019.

Laura Beckworth
Laura Beckworth (Nov 22, 2019)

Laura Beckworth
Chair, Board of Directors

Nov 22, 2019

Date

Austin PBS Diversity Policy:

Austin PBS will seek diversity and excellence in its people, ideas, programs and services by seeking candidates for our Board of Directors, Community Advisory Board, staff and management who embrace the broad values fostered by diversity. Though its goals, policies, management and oversight boards, Austin PBS will strive to create and maintain a diverse culture based on inclusion and not just representation. Austin PBS shall be an equal employment opportunity employer and will strive to recruit a diverse workforce, Community Advisory Board and Board of Directors from a diverse pool.

To further this policy, the Board of Directors shall insure the following are completed annually:

- A review of those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines;
- Provide an annual report of the Austin PBS recruiting and hiring goals as required by federal law and the Corporation for Public Broadcasting's policies and guidelines. These reports will be posted on the station's website; and
- Conduct a formal diversity training program for management and staff.

Additionally, it is our policy that *at least* one of the following actions must be completed on an annual basis:

- Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the community and further public broadcasting's commitment to education.
- Seek a diverse slate of candidates for nomination to the Austin PBS Board of Directors and Community Advisory Board.
- Implement a diversity training program for members of the organization's governing board of directors on an annual basis.
- Participate in minority or other diversity job fairs.

Austin PBS will also:

- Widely disseminate all full-time job postings to actively seek diverse candidates.
- Make an effort to ensure that the recruitment process for any open senior management position has a diverse pool of candidates.
- Provide volunteer and/or internship opportunities to students that represent diverse groups.
- Post all full-time job openings electronically.
- Maintain nondiscrimination and harassment policies.
- Review all Austin PBS policies with new employees.
- Have open communications.
- Annually review at a Board meeting those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines.

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