

Wyoming PBS Diversity Policy

Commitment to Diversity

Wyoming PBS is committed to treating all people with dignity and respect. It strives to create and foster a work environment in which all individuals can perform effectively. Wyoming PBS is committed to implementing practices which encourage the recruitment, hiring and retention of a workforce and leadership team who reflect the diversity of its community. Supporting Wyoming PBS's diversity efforts is its affiliation with Central Wyoming College (also referred to herein as "the College") which has adopted both a Non Discrimination Statement and an Equal Employment Opportunity policy.

Board of Trustees and Advisory Boards

Wyoming PBS, also known as KCWC-DT, is a full-service public television station which is licensed to Central Wyoming College, a public institution of higher education governed locally by the Fremont County Community College District through a board of elected trustees. The strategy for representation on the Board of Trustees is to educate the community at-large to elect a diverse group of individuals who are reflective of the broader community. The strategy for representation on advisory boards is to recruit well-qualified community leaders from a cross section of the population to be recommended to the Governor for potential appointment.

Employment and Student Work Study

Wyoming PBS strives to maintain a diverse workforce. To this end, it follows the Non Discrimination and Equal Employment Opportunity policies of the College, which are attached to this policy as Appendix A. In addition, when recruiting for applicants, Wyoming PBS utilizes a broad range of recruitment sources to ensure that employment opportunities are promoted to a diverse group of potential, qualified applicants. Furthermore, Wyoming PBS provides student employment opportunities for students of the College with an interest in Broadcasting.

Education and Training

Wyoming PBS extends periodic training and education opportunities to its board and staff to enhance the awareness and understanding of diversity issues. Wyoming PBS, through its affiliation with the College, benefits from a Diversity Committee whose purpose is to promote understanding, respect, and appreciation for diversity.

Program Oversight and Monitoring

The General Manager, the Wyoming Public Television Advisory Council and the College's Board of Trustees annually review compliance with the College's Non Discrimination and Equal Employment Opportunity Policies and other workforce diversity matters to encourage best practices and to evaluate the overall effectiveness of equal employment opportunity and diversity policies.