

## Commitment to Diversity, Equity and Inclusion

In keeping with the founding spirit of public media, Arkansas PBS is committed to diversity, equity and inclusion for our workplace, our people, our initiatives and our service to the state of Arkansas.

*“Diversity, when viewed through the lens of public media, is about understanding and appreciating one another’s uniqueness. America was built by a patchwork of nationalities; public media is a quilt of America’s many communities.” (The Corporation for Public Broadcasting)*

We are driven by the belief that diversity is a powerful ally in achieving our mission and purpose, and that diverse individuals and perspectives foster a broader understanding of the communities we serve and our ability to touch the lives of Arkansans.

As such, we are committed to a workforce that embraces, respects and celebrates the distinct authentic personalities and abilities of each individual. We seek candidates, community partners, volunteer groups and interns who can add to the diversity of our workplace because we believe it broadens our capacities and our horizons.

We are committed to regular training efforts for our staff on the interpersonal implementation of equity, inclusion, anti-racism, addressing issues of micro-aggression, implicit bias and other nuances so we can be proactive allies, respectful colleagues, teammates, managers and leaders.

Arkansas PBS is also committed to creating, selecting, and presenting programming and engagement activities that are reflective of the diversity of the communities we serve and to the development of content that addresses the needs of unserved and underserved audiences.

We have convened an internal working group that seeks meaningful dialogue on cultivating an open and accepting culture for all. And we support inclusion every day by striving to understand and celebrate differences and treat everyone with fairness and respect.

*“Mutual caring relationships require kindness and patience, tolerance, optimism, joy in the other’s achievements, confidence in oneself, and the ability to give without undue thought of gain.” (Fred Rogers, “The World According to Mister Rogers: Important Things to Remember,” 2003)*

Arkansas PBS is our neighborhood. And, we are committed to working towards a strong and sustainable model of Diversity, Equity and Inclusion for our team, our audience, our supporting members and our Arkansas community.

Each year, we track our progress with three public reports that can be found on our website at [myarkansaspbs.org/about](http://myarkansaspbs.org/about). These annual reports are the:

- “Employee Statistics” report
- “EEO Public File Report” (also located on the online FCC Public File)
- “Recruiting Report” (also located on the online FCC Public File)