

South Texas Public Broadcasting System, Inc. Diversity Policy

STPBS 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. Through its goals, policies, management and oversight boards, STPBS will strive to create and maintain a diverse culture based on inclusion and not just representation. STPBS is an equal employment opportunity employer and will strive to recruit a diverse workforce, Community Advisory Board and Board of Directors.

STPBS will:

Seek a diverse slate of candidates for nomination to the STPBS Board of Directors and Community Advisory Board.

Widely disseminate all full-time job postings to actively seek diverse candidates.

Ensure that the recruitment process for any open senior management position has a diverse pool of candidates.

Implement annual Board of Directors and appropriate staff training around diversity programs and procedures.

Provide volunteer and/or internships opportunities to students that represent diverse groups.

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Provide an annual report of the STPBS 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.

Post all full-time job openings electronically.

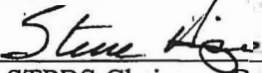
Maintain nondiscrimination and harassment policies.

Review all STPBS policies as part of the orientation of new employees.

Have open communications.

Annual Board review of policy and procedures designed to fulfill the stations' commitment to diversity and to meet the applicable FCC guidelines.

FORMAL APPROVAL: The STPBS Diversity Policy was approved by STPBS Board of Directors on August 22, 2017.

  
Steve Hipes, STPBS Chairman Board of Directors

10-26-2022  
Date