

**Mission Statement:** "South Texas Public Broadcasting System, Inc. is committed to educating, enlightening and inspiring all communities of South Texas."

**South Texas Public Broadcasting System, Inc. Diversity Statement**

South Texas Public Broadcasting System, Inc. (STPBS) is the sole-service provider of Public Television and Public Radio programming to a diverse population of approximately 650,000 people in a largely rural area of South Texas surrounding the cities of Corpus Christi and Victoria.

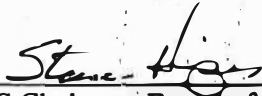
In order to fulfill its mission, STPBS must be responsive to diverse interests and perspectives. STPBS believes that diversity and inclusion are key drivers of creativity, innovation and the successful creation and delivery of radio and television programming. STPBS appreciates that diversity includes more than gender, race, color, national origin, religion, sex, age, disability, marital status, education, geographic location, occupation, political preference or any other status or condition; but also includes diversity in the ways of thinking, life experiences and manners of perceiving our world.

**South Texas Public Broadcasting System, Inc. Diversity Goal**

The goal of the STPBS Board of Directors, Community Advisory Board, staff and management is to provide high-quality educational programming to the diverse citizenry of South Texans and thus are committed to maintaining Boards of Directors, Community Advisory Boards, staffing and management diversity that will effectively provide programming that is interesting and relevant.

**FORMAL APPROVAL:**

The STPBS Diversity Statement and Diversity Goal were approved by STPBS Board of Directors on August 22, 2012.



Steve Hipes, STPBS Chairman Board of Directors



Date

## Diversity Initiatives

South Texas Public Broadcasting System, Inc. dab KEDT TV/ KEDT FM/ KVRT FM (STPBS) supports diversity in public media. South Texas Public Broadcasting System, Inc. supports diversity through its Diversity Policy which seeks members of our Board of Directors, Community Advisory Board, Staff and Management which embrace the broad values fostered by diversity. The following report reflects STPBS' initiatives to support diversity in public media:

- Ongoing training of management on issues such as Compliance and Recruiting through organizations such as: Texas Association of Broadcasters which provide guidance on how to ensure that the recruitment process for any full-time job opening has a diverse pool of candidates.
- Seeking a diverse slate of nominee of candidates to the STPBS Board of Directors and Community Advisory Board which reflect the demographics of the community we serve.
- Widely disseminating full-time job postings to diverse candidates through various mediums such as: electronic posting, social media, on-air advertising, and job fair participation.
- On-boarding training for new employees of STPBS policies regarding nondiscrimination and harassment policies.
- Yearly training for current Staff regarding nondiscrimination and harassment policies.
- Providing internship opportunities to student from diverse backgrounds in our community.
- Maintaining a safe and open-lines of communication environment for Staff, Volunteers and Board Members.