



Diversity Statement

In accordance with applicable federal, state, and local laws, and Daytona State College's equity policy, WDSC-TV prohibits discrimination and provides equal opportunity in employment and education services to all individuals without regard to age, ancestry, belief, color, disability, ethnicity, genetic information, gender, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation/transition or veteran status.

WDSC Public Media commits...

- * To recruit and retain a diverse workforce that is representative of our service area.
- * To provide equal opportunity in employment.
- * To mandatorily educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- * To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry, by recruiting diverse candidates for WDSC internship and, where available, work-study student opportunities.
- * To annually meet all FCC EEO requirements regarding reporting, recruitment and supplemental recruitment activities.

WDSC-TV is a service to the Orlando-Daytona Beach-Melbourne Designated Market area, and as such, its content reaches a diverse audience, including all minorities. Our programming reflects our mission to model diversity and inclusion practices, policies and culture. Some of our programs include The Latin View, Assignment Asia, Black America, Arab American Stories, Asian American Life, and Maria Hinojosa: One on One – an interview show in which the host talks with a diverse group of some of America's foremost artists, writers, activists and civic leaders. WDSC-TV also broadcasts MHz World View on one of its sub-channels. World View consists of primarily European programming in the corresponding native language with English subtitles.

The CPB Policy Guidelines include a request that each community service grant recipient prepare a brief statement that covers (a) the elements of diversity (gender, race, culture, religion, language, generation) that WDSC finds important to its public media work, (b) the extent to which staff and governance reflect such diversity, and (c) the progress that the station has made in the last two or three years, as well as its diversity plan for the future.

This document as a whole is submitted as constituting such a statement. In addition to what has already been stated above, the following facts are offered:

The current nine-member WDSC-TV governing body reflects diversity with respect to age, gender, race, and national origin.

WDSC-TV has six full-time employees who reflect diversity with respect to age and gender. As the station has the opportunity to hire additional personnel and/or replace current staff, robust effort will be made to market, recruit, hire, and retain a diverse workforce.