

# Lakeland PBS

## Organizational Diversity Report – FY2019

At LPBS's August board meeting, the following diversity policy and goals were reviewed and reaffirmed:

### *Diversity Policy Statement and Goals*

*Diversity and inclusiveness throughout Lakeland PBS (LPBS) are important for the success of our organization. We are stronger, more credible, and more effective when our board of directors, community advisory council, management and staff include qualified individuals with backgrounds, cultures and traditions that are varied and reflect our region's diversity.*

*LPBS will strive to have its board of directors, community advisory council, management and staff, reflect the diversity of the communities we serve.*

*When choosing to fill board, community advisory council, management, or staff positions, LPBS will consider its current organizational makeup regarding diversity.*

*For any opening, LPBS will actively seek and encourage qualified individuals, including women and minorities, to apply for the opening.*

LPBS includes diversity in its selection criteria in evaluating potential board, staff, and community advisory council members.

Annually in the fall, and this year at LPBS's August 2019 board meeting, the board discussed the diversity of the organization. CEO Bill Sanford provided the following report to the board regarding diversity of the board, CAC, and staff:

The LPBS board consists of thirteen board members, of which nine are male and four are female. Currently we have one minority serving on the board. This person is a Native American male. Less than 10% of the population in our KAWB coverage area in central Minnesota is minority based, and almost all are Native American. In our northern coverage area of KAWA, approximately 20% of the population is Native American with very few in races other than white in the area. Because of this, our goal has been to recruit one additional Native American board member to better reflect the area we serve. To date we still have one Native American on our board, but we will continue to look for Native representation as we recruit new / replacement board members.

Regarding staff diversity, we currently have a staff of 23 full-time employees, with six females and seventeen males. Based on appearance, one female is African American, one female is middle eastern and the rest of the full-time staff are white. We have six year-round, part-time staff, five of them are

women. All part-time staff are white. Again for this year, our goal is to try to balance with more females and minorities when we fill vacant positions, but this has always been a challenge. We get almost no female applicants for most of our technical jobs and have not seen Native American applicants for technical or news reporting jobs, in spite of posting the jobs with a wide variety of job advertising outlets. We will continue to search out ways to get these job openings in front of minority applicants with the goal of adding additional minorities as well as women to our staff.

Regarding our Community Advisory Council (CAC) diversity, we currently have 12 members, with seven women and five men. All members of the CAC are white. A key goal of the CAC has been to expand the membership and focus on diversity in both race and age. Historically, our CAC has had a good ratio of male to female membership and we hope to continue that, as well as including younger citizens and minorities. For this group as well, we are particularly interested in seeking out representation from the Native American population in our region. This continues to be a challenge for us. Several members of the CAC, in both the Brainerd and Bemidji areas have committed themselves to actively recruiting new members from various organizations they are involved with, including non-profits, service clubs, schools, and church groups.