

## WTJU 91.1 FM – Diversity Plan

As part of the University of Virginia, as a recipient of an annual Community Service Grant from the Corporation for Public Broadcasting, and as a media organization committed to excellence and public service, WTJU has developed this diversity plan. It is a working document, and will be revised and amended, as needed.



### **The University of Virginia's Commitment to Diversity**

Diversity stands with ethics, integrity, and academic excellence, as a cornerstone of University culture. The University promotes an inclusive and welcoming environment that embraces the full spectrum of human attributes, perspectives, and disciplines. When people of different backgrounds come together, they exchange ideas, question assumptions (including their own), and broaden the horizons for us all. A University of Virginia community rich in diversity affords every member equal respect – and provides a forum for understanding our differences as well as our commonalities.

### **WTJU's Commitment to Diversity**

Among the objectives of WTJU are to present original, rich, and diverse programming, reflecting the broadest educational goals of the University. WTJU serves as a communications link between the University and surrounding communities, fostering closer contact among different groups. WTJU has long been committed to broadcasting diverse forms of musical expression. WTJU is equally committed to promoting an inclusive and welcoming environment that embraces the full spectrum of human attributes.

#### *Action Steps for 2018-19:*

1. Maintain an environment of safety and honesty where all participants in WTJU can express their opinions without risk of retaliation.
2. Hold a diversity “needs assessment” among staff and volunteer leadership. What is needed and how and when will these needs be achieved?
3. With an eye toward the needs described in Item #2, evaluate volunteer recruitment strategies, interpersonal dynamics, and work environment. Develop and execute plans to address diversity in WTJU's volunteer pool.
4. Maintain and strengthen community and University relationships that nurture inclusivity, and continue to co-organize events that strengthen WTJU's commitment to diversity and equity in our community (e.g. Cville Sabroso, Black Business Expo, etc).
5. Evaluate the goals and objectives listed above and identify areas of improvement for next year.