



**Fort Wayne Public Television, Inc.  
2016 Diversity Report**

**Our Mission**

The mission of Fort Wayne Public Television, Inc. (PBS39) is to provide high quality telecommunication and developmental opportunities through educational, informational, cultural and entertaining programs and service.

**Our Goal**

To carry out its mission effectively, PBS39 embraces diversity and seeks to incorporate the benefits of diversity in the organization's governance, operations, and community relationships. Through collaborations and partnerships that help address local issues and interests, PBS39's resources provide significant programming and services to its northeast Indiana community, in all its diversity, deepen viewer engagement, sustain and enhance the local narrative, foster collective dialog, and celebrate the cultural contributions of the region.

PBS39's public service mission is immeasurably enriched by its volunteers, community advisory board, board of directors and staff members who bring their diverse experiences that ensure the station's programs and services remain relevant, responsive, and relational to its service area.

PBS39 endeavors to maintain a corporate Board of Directors whose composition reflects the diversity of our community. In order to achieve that goal, efforts are made to recruit Directors from varied backgrounds. A nominating committee assesses Board composition needs and reviews recommendations for appointments to the Board. Additionally, the committee proactively seeks out community volunteers for service on the Board of Directors.

The Board of Directors of PBS39 does not formally or informally exclude or prohibit individuals from access to board membership based on an individual's race, color, religion, age, sex, or national origin (except where representation on the Board by non-U.S. citizens is regulated by the Federal Communications Commission).

Staff recruiting and hiring decisions are based on professional qualifications and aptitude. This is accomplished in accordance with applicable federal, state, and local Equal Employment Opportunity (EEO) laws, related Federal Communication Commission EEO regulations and Corporation for Public Broadcasting EEO requirements. As a public broadcast entity, PBS39 makes vigorous efforts to recruit and retain qualified minority and female candidates.

PBS39 values its viewers, volunteers and staff and the unique blend of ideas and attitudes that they bring to northeast Indiana. We know it is our responsibility to give voice to our community in all its diversity and we are wholly committed to doing so.

Further, PBS39 carries this commitment to its work that is presented on multiple platforms, including, television, the Internet, smartphones, tablets and other current/future digital media. We focus on creating content that help people to learn more about the richness of our diverse communities.

PBS39 follows workplace practices that create a diverse work environment, including:

- Widening the media in which we recruit to ensure as diverse an employee and candidate base as possible
- Reviewing on an on-going basis all aspects of recruitment to avoid unlawful or undesirable discrimination
- Encouraging and assisting employee development by communicating regularly with employees
- Prohibiting harassment based on race, sex, national origin, disability, sexual orientation, age or religion
- Providing training for its entire staff in equal opportunities practice
- Respecting each employee's point of view

PBS39's workforce represents our communities, with a wealth of diversity in race and ethnicity, nationality, gender, sexual orientation, age, disability and socio-economic status.

PBS39 recruits, hires, trains, and promotes persons in all job titles without regard to race, color, religion, national origin, sex, age (except where sex or age is a bona-fide occupational qualification, as defined by law), or physical or mental disability (except where the disability prevents the individual from being able to perform the essential functions of the job and cannot be reasonably accommodated in full compliance with the law).

PBS39 makes employment decisions so as to further the principle of equal employment opportunity. PBS39 ensures that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid and nondiscriminatory requirements for promotional opportunities. PBS39 also ensures that all personnel decisions and actions, including but not limited to compensation, benefits, transfers, promotions, layoffs, returns from layoff, terminations, company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, sex, age, national origin, or disability.

PBS39 is committed to providing an environment free from sexual and sex-based harassment. It is against the policy of PBS39 for any employee, whether a manager, supervisor or co-worker, to sexually harass another employee. This policy extends to customers, volunteers, interns, vendors or other service providers, clients, and guests of the station.

Sexual harassment or sex-based harassment occurs when unwelcome conduct of a sexual nature becomes a condition of receiving or retaining particular benefits of employment, affects other employment decisions regarding the employee, or creates an intimidating, hostile or offensive working environment.

The following is not intended to be an exhaustive list, but examples of the more common types of sexual and sex-based harassment:

- Requests for sexual favors, whether expressed or implied;
- Unwanted physical contact, including touching, hugging, pinching, or brushing against the body;
- Verbal harassment, such as sexual innuendoes, suggestive comments about one's body or sexual prowess, jokes of a sexual nature, sexual propositions, and threats;
- The use of sexually degrading or otherwise demeaning, non-professional references to one's gender;
- Non-verbal conduct, such as a display of sexually suggestive or degrading objects or pictures, leering, ogling, whistling, or obscene gestures; and
- Acts of physical aggression, intimidation, hostility or threats.

In providing a productive working environment, PBS39 believes that its employees should be able to enjoy a workplace free from all forms of discrimination, including harassment on the basis of race, color, religion, gender, national origin, age, and disability (including medical conditions such as Acquired Immune Deficiency Syndrome –AIDS).

## **2016 ACTIVITIES AND INITIATIVES**

PBS39 enables its workforce to fully embrace a commitment to represent the diversity of our communities in our work. These efforts include a number of activities and initiatives. In 2016, such undertakings include, but are not limited to:

- PBS39, in partnership with Early Childhood Alliance, United Way of Allen County, Northeast Indiana Regional Partnership, PNC Bank, and others, came together around content ideas for April 2016 as “The Month of the Young Child.” Working together, the station prepared local programs regarding topics related to early childhood education around the national series, The Raising of America: Early Childhood and the Future of Our Nation. Topics included the pursuit of quality childcare, the “return on investment” in early childhood education, confronting childhood PTSD in northeast Indiana, and applying the lessons being learned from the science of epigenetics.

The series premiered March 31 at 9 pm, which included viewer call-in and discussion with special studio guests. The regional call-in conversation continued with additional studio guests April 1 at 7:30 pm. The pattern of Thursday and Friday evenings continued for five weeks concluding with a May 6 program summarizing the series. All programs encored Sunday afternoons and were posted to the station’s website for on-demand viewing. The work of 24 regional service organizations was featured during the five weeks, connecting connect viewers to resources and information regarding early childhood education. Participants included Allen Superior Court Judge Dan Heath; Big Goal Collaborative; The Bowen Center; Brightpoint; Children’s Health Services Research (IUPUI); DeKalb County Central United School District; Dekko Foundation; Early Childhood Alliance; Early Childhood Education (Ivy Tech Northeast); Erin’s House for Grieving Children; Fort Wayne Community Schools; Fort Wayne Police; Fort Wayne-Allen County Department of Health; Indiana State Police; Lutheran Hospital; Music Together (Ft. Wayne Dance Collective); Northeast Indiana Genetics; Northeast Indiana Regional Partnership; On My Way Pre-K; Parkview Health; PNC Bank; SCAN; United Way of Allen County; United Way of Wells County.

As a result of this work, PBS39 is now a member of the Northeast Indiana Regional Partnership's Education Leadership Council.

- In collaboration with northeast Indiana’s AWS Foundation, PBS39 produced a monthly series of studio-based programs on a particular organization, outreach or opportunity that could further our region’s understanding of ideas, initiatives, and interests that enrich the lives of people with disabilities. Subject matter would be identified in conversations with AWS Foundation and its supported agencies. Two programs were produced entirely on location – highlights from the 2016 DisAbilities Expo, and Goalball/Paralympic Training (photo right) at Turnstone in Fort Wayne. More than 15 organizations participated in the series that ran from August 2015 through October 2016. Those agencies included Turnstone, The League for the Blind and Disabled, Passages (Whitley County), Fort Wayne Neurology, ADA 25<sup>th</sup> Anniversary with The League and Do-It Best, Allen County Health Department, Parkview Health, American Pediatrics Academy in Indiana, ASW Foundation’s DisAbilities Expo speaker Stephanie Decker, Children’s Autism Center, Down Syndrome Association of Northeast Indiana.
- Working with a number of health and human service organizations under the guidance of the Allen County Health Department, PBS39 hosted special programming on the opioid crisis in November 2016. ‘The Opioid Crisis: Healing our Community with Hope’ featured interview segments with experts who addressed various aspects of the opioid crisis, including the scope of the problem, how addiction starts, treatment, and showcasing addiction recovery is possible. Viewers were able to call in to ask questions of licensed health professionals.
- Now in its second year, PBS39’s *arts IN focus* is a weekly regional arts magazine. The goal of “arts IN focus” is to produce all segments on location, which adds variety of presentation and deepens viewer engagement with the content being presented. It also adds to PBS39’s ability to tell stories of the individuals and cultural organizations that make northeast Indiana such a vibrant region. The program encores on PBS39-Explore (39-4) and all episodes are posted online.
- PBS39-produced concerts featured the annual Gene Marcus Piano Competition Winners Recital and the live broadcast of the annual IPFW Holiday Concert. These are two examples of regional cultural events shared throughout northeast Indiana to those who can't afford or are physically unable to attend.
- PBS39 provided at least one free community screening each quarter of new national and/or local programs. 2016 screenings included *Curious George* (BooFest), *Downton Abbey* Season 6 (Embassy Theatre, Fort Wayne, and Eagle Theater, Wabash), *Making of America* (partnership with ACRES, Little River Wetlands and Allen County Parks), and *PBS Fall Preview 2016*.

- PBS39 continued its partnership with the Eckhart Public Library in Auburn to provide a PBS Digital Media Lab. The lab features iPad Minis, charging station, youth chairs, and PBS apps and resources to serve the more than 5,300 DeKalb County households with children. This includes approximately 3,700 DeKalb County children from pre-K to third grade. The PBS39 Media Lab at Eckhart Public Library helps children and families discover that any time can be learning time, that learning can be fun, and that PBS KIDS literacy activities can contribute to language and skill development for children 2-8.
- At the 2016 Fort Wayne Area Homeschool Resource Expo, PBS39 distributed free sets of Video Field Trip to more than 50 families. This was a continuation of a station-led effort to develop teacher kits of grade-appropriate DVDs and materials drawn from PBS39's station-produced video field trips. These have been sent to 280 area northeast Indiana schools, representing more than 174,000 students (K-12). The subject matter in the video field trips emphasize early learning in math, science, consumer economics, health and safety and financial *education and include teacher guides and learning activities based upon national education standards.*
- This was the third year of collaboration between PBS39, The Fort Wayne TinCaps and Longe Optical to expand the TinCaps Reading Program, a venture that serves more than 100,000 children in northeast Indiana and encourages children to develop their reading skills.
- Collaborating with PNC Bank, PBS39 promoted literacy and school readiness at community festivals and recreational areas during summer months with free and educational resources aimed towards students ages two through 12. Many Fort Wayne area children were participating in daily reading at summer programs and camps, and our curriculum stood as a reinforcement providing greater incentive.
- People with visual disabilities who listen to the Allen County Public Library's Audio Reading Service (formerly Northeast Indiana Radio Reading Service) can now do so over a secondary audio channel on PBS39-4. Carrying ARS programs via television broadens how many people can listen to the broadcast of local and national newspapers, magazines, and other print publications. This expansion, which encompasses all of northeast Indiana, means that any digital TV can now act as a primary or secondary receiver of ARS' service in their home.

- PBS39 participated with a variety of organizations as a media sponsor for events in 2016, including The Fort Wayne Philharmonic, The Honeywell Center (Wabash), IPFW, The Embassy Theatre, Foellinger-Freimann Botanical Conservatory, Fort Wayne Parks and Recreation, The League for the Blind and Disabled, and Three Rivers Festival.
- Providing classroom space for audio editing classes of Indiana University – Purdue University Fort Wayne (IPFW), a public university serving northeast Indiana. The station’s community room and audio-editing lab are available to learn production techniques.

Coordinating internships with area colleges, universities and organizations:

- Production: A student from University of Saint Francis, who, as a result of a Nonprofit Arts Internship Initiative (NAII) through Arts United, is serving as an associate producer for “arts IN focus.” Work period is nine months beginning May 2016.
- Participated in the University of Saint Francis Career Outreach Center Tuesday, October 18, 2016.
- Employee presentation Advertising Federation of Fort Wayne members on “Storytelling” on January 28<sup>th</sup> 2016
- Production: A student from Huntington University who as a result of a Nonprofit Arts Internship Initiative (NAII) 2015-2016 served as an associate producer for “arts IN focus.” from September 1, 2015, through May 31, 2016.
- Membership: A student at University of St. Francis from January 18, 2016 to the week of April 25, 2016
- Hosting a number of educational and community organizations for tours of the station led by our Creative Services Manager, including question-and-answer sessions regarding day-to-day operations, technical and non-technical.
- Participate in the “Giving Back Fort Wayne Volunteer Fair” Tuesday April 12 2016 held at the Turnstone Center for Children and Adults with Disabilities

PBS39, in cooperation with the Federal Communications Commission, is committed to widely disseminating notices of career opportunities with PBS39 to our entire community. Job opportunities are sent to local and national diversity organizations including, but not limited to:

- Broadcast Compliance
- The Indiana Department of Workforce Development-Work One
- The Indiana Broadcasters Association
- Greater Public Website
- Paul Clarke Nonprofit Resource Center at the Allen County Public Library
- The Fort Wayne Women's Bureau
- The Fort Wayne NAACP
- The Fort Wayne Urban League
- The League For The Blind & Disabled
- Placement offices of several area colleges and universities