



**Afro-American Community Broadcasting, Inc.
(KBBG FM 88.1)**

Diversity and Inclusion Policy

Afro-American Community Broadcasting, Inc. recognizes and values the benefits of diversity and inclusion where people are included, valued and treated with dignity and respect. Our commitment to diversity and inclusion ensures that differences are recognized as strengths and new ideas are embraced. By drawing on the strengths of diversity and the benefits of inclusion, we create an environment where self-awareness and personal accountability are expected and harassment and discrimination are not tolerated.

For the purposes of this policy and to achieve our diversity and inclusion goals, diversity and inclusion are defined as follows: Diversity: Diversity is the range of characteristics that make individuals unique. These characteristics include, but are not limited to dimensions such as national origin, language, race, color, culture, ability, ethnicity, gender, geography, age, marital status, religion, sexual orientation, gender identity, socioeconomic status, veteran status, family structures or any other characteristic that may be protected by law.

Inclusion: Is appreciating and valuing human differences by creating an atmosphere that promotes a sense of belonging: where people feel respected and valued for their uniqueness. In an inclusive environment each person is recognized and developed while also routinely tapping into diverse skills, thoughts and perspectives. In an inclusive environment people are valued because of, not in spite of, their differences so all can fully participate and thrive.

Afro-American Community Broadcasting, Inc. is committed not to exclude any person who seeks to participate in its programs, or activities or benefits from its programs or services based on their race, creed, color, religion, gender, disability, marital status, sexual orientation, gender identity, veteran status, national origin, age or any other characteristic protected by law.

Afro-American Community Broadcasting, Inc. pursues diversity among its volunteers, board of directors and staff. The organization has an affirmative action policy adheres to this policy upon the hiring of any staff.

Our diversity and inclusion efforts therefore focus on:

- Recruiting and maintaining a governing body and Community Advisory Board that reflects the organization's spectrum of diversity
- Attracting, retaining, engaging and developing a workforce that reflects our diverse listener and member base
- Engaging with our audiences in a way that reflects and respects their unique perspectives and experiences

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- Reviewing on an annual basis those practices designed to fulfill the station's commitment to diversity and meet applicable federal and state laws; including Federal Communications Commission (FCC), the station's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria

Our board is committed to continues to recruit members from diverse backgrounds. Our board and station's senior leadership team and staff are committed to ongoing training and development aimed at raising the awareness of diversity issues in the workplace and fostering an environment in which all employees and volunteers feel valued and empowered to contribute their ideas and perspectives.

Our diversity and inclusion objectives, and progress towards achieving them, will be assessed annually to ensure they align with our service and talent objectives.

This document is adopted by the Executive Committee of the Afro-American Community Broadcasting, Inc. on behalf of the Board of Directors on _____.

Chair

Vice Chair

Secretary

Treasurer