

Diversity at Iowa PBS

Iowa PBS strives to offer a broad choice of quality content that educates, informs, enriches, and inspires Iowans. We present an unequalled array of programs with lasting value to Iowans regardless of where they live or what they can afford. By enhancing public access to a wide range of ideas, perspectives, information and subject matter, our viewers are better equipped to make informed decisions about the issues of our time. Our commitment to diversity demands that our organization appropriately represents the pluralism of our society to ensure that our content is not dominated by any single point of view.

Iowa PBS's commitment to diversity may be measured by our network's efforts to ensure that the composition of our boards, advisory committees, management and staff will include those with differences in age, race, creed, color, religion, sex, sexual orientation or gender identity, national origin or mental and physical disability. We endeavor to recruit from a broad pool of applicants, enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experience and talents that reasonably reflect the diverse needs and interests of the communities we serve.

Iowa PBS has identified the following goals for FY 2021:

- All Iowa PBS managers/directors will complete the State of Iowa Preventing Sexual Harassment for Supervisor's course. All Iowa PBS employees will complete the State of Iowa Preventing Sexual Harassment for Employee's course.
- All Iowa PBS employees hired from July 1, 2020 to June 30, 2021 will be given the EEO/AA policy statement and will sign acknowledgement indicating they read and fully understood the policy.
- Iowa PBS specific job classifications and job descriptions will be reviewed to ensure they are up to date and meet the roles and responsibilities required. All Iowa PBS specific job classes will be reviewed by the end of fiscal year 2021.
- A training schedule for all managers/supervisors will be developed to ensure they receive annual training. Iowa PBS will communicate training opportunities available to all employees to help them better understand the workforce environment.
- To increase recruitment in specific underutilized departments, Iowa PBS will create an outreach program and/or employee support program.



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- All Managers/Directors will take and complete a diversity class.
- For those job openings which are posted externally, we will identify additional recruitment sources to generate a large applicant pool, thereby increasing the likelihood of a diverse group of people from which we may hire.
- A representative of our network will continue to attend the Department of Administrative Services AA/EEO Recruitment Committee meetings.
- Student Intern possibilities will be advertised within local colleges to generate a larger pool of applicants.
- Our production department will continue to provide a high school minority mentorship program during the summer of 2021, providing the student(s) exposure to all aspects of Iowa PBS operations.

Furthermore, Iowa PBS will continue to explore new opportunities for achieving and promoting diversity and will monitor and evaluate our success. Iowa PBS will always meet the standards of federal and state law, Iowa PBS's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.