



6450 Corporate Drive
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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 and inclusion 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 is passionate about creating an inclusive workplace that promotes and values diversity. Inclusion is how we unleash the power of diversity. We strive to foster belonging and empowerment at work. We create relevant broadcasting for our diverse viewers. We listen and engage with our diverse communities. Iowa PBS provides equal opportunities to all employees and applicants for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, genetic disposition, neurodiversity, disability, veteran status or any other protected category under federal, state and local law.

Iowa PBS has identified the following goals for FY 2022:

- 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, 2021 to June 30, 2022 will be given the EEO/AA policy statement and will sign acknowledgement indicating they read and fully understood the policy.
- All Managers/Directors will take and complete a diversity class by June 30, 2022.
- Iowa PBS production department will provide a high school minority mentorship during the summer of 2022, providing the student(s) exposure to all aspects of Iowa PBS operations.
- For those job openings which are posted externally, Iowa PBS will continue to identify additional recruitment sources to generate a large applicant pool, thereby increasing the likelihood of having a diverse group of people to choose from.



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- Develop a schedule of training for all managers/supervisors to ensure they are receiving annual training. Communicate with all employees the training opportunities available to help them better understand the workforce environment and opportunities.
- Continue to review job descriptions for Iowa PBS specific job classifications to ensure they are updated and meet roles and responsibilities required. All Iowa PBS specific job classes will be reviewed by the end of fiscal year 2022.
- Student intern possibilities will be advertised within local colleges to generate a larger pool of applicants.

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.