



WERU Diversity Statement

All forms of diversity (and the absence of discrimination) are important to and sought by WERU, including but not limited to gender, sexual orientation, generation, geographic location, disability, race, religion, educational background and field of employment, with regards to membership on the Board of Directors, Community Advisory Board, volunteer staff and paid staff.

With regards to on-air content, WERU provides a great variety of programming. For example, we have programs for the Franco-American population of the area, the Native American population, the Latino population, and for families with children and people employed in the maritime trades. WERU also provides on-air and online exposure for a variety of cultural and civic organizations. (In terms of the gender diversity of local programmers and producers we have 50 women out of 125 total on-air volunteers.)

Goals for maintaining and increasing diversity include the following objectives:

- Cultivate partnerships with diverse civic and other community nonprofit organizations.
- Continue to engage the community and discern areas of interest and need that present opportunities for WERU to create new programming. Such programming would address the diverse issues faced by local populations, geographic regions and communities of interest.
- Include diversity when cultivating new Board of Directors and Community Advisory Board Members.
- Have our Board of Directors and staff take an active role in discussing inclusiveness and diversity at every opportunity and in all recruitment discussions (for the Board of Directors, Community Advisory Board, staff and volunteers).

The service area for WERU stretches from Waldoboro to Gouldsboro along the coast and inland to the Bangor Area (further north in some locations) and west to U.S. Route 95 (further west in some locations). The population of this area, according to the 2010 U.S. Census, was approximately 240,000. In the entire State of Maine, 94.4% of the population was non-Hispanic White, 1.1% non-Hispanic Black or African American, 0.6% American Indian and Alaska Native, 1.0% Asian, 0.1% from some other race and 1.4% of two or more races. 1.3% of Maine's population was of Hispanic, Latino, or Spanish origin. 31.3% of the population is 62 years or older.