



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 regard to membership on the Board of Directors, Community Advisory Board, volunteer staff and paid staff. With regard to programming, WERU strives to provide content for, about and by people of diverse backgrounds.

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 which 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.
- Have our Board of Directors and staff take an active role in discussing diversity, equity and inclusion at every opportunity and in all recruitment discussions (for the Board of Directors, Community Advisory Board, staff and volunteers).

Date Approved by Board of Directors: 2/21/22

WERU Diversity Report (2024)

Public Affairs Programming (locally-produced):

- *Dawnland Signals*
- *Wabanaki Windows*
- *We Are Queer*
- Public affairs archive can be found at <https://archives.weru.org/>.

Programming Featuring (in-part or primarily) Music by BIPOC Artists:

- *A World of Music*
- *Maine Coast Blues*
- *Reggae Reprieve*
- *Sabor Latino*
- *Up Front Soul*

- Full program schedule can be found at <https://programming.weru.org/WERU/calendar?layout=1>.
- Juneteenth Downeast Commemoration, June 19, 2023 & 2024 (live remote broadcast from Ellsworth, ME)

Concerts:

- Bondeko (International/multicultural quartet, The Grand, November 9, 2023, Ellsworth, ME)
- Firefly the Hybrid (Penobscot artist, June 18, 2022, Bangor Arts Exchange, Bangor, ME)
- Viva (Black artist, August 20, 2022, Barncastle, Blue Hill, ME)

Diversity Training:

- Diversity, Equity, Inclusion, and Belonging Training (completed by 6 members of station staff and board of directors, provided by the Poynter Institute)
- Annual Bias Prevention Training (completed by 8 members of station staff, provided by the Corporation for Public Broadcasting)

Organizational Aspirations & Culture Stated in Goal #3 of 2023-2025 WERU Strategic Plan:

- “Diversity, equity, inclusion, and belonging (DEIB) are integral to our programming and station culture.”
- We plan to offer diversity training to volunteers and board of directors.
- We will continue to seek and create programming by and for the BIPOC and LGBTQ+ communities in our listening area.
- We will seek to include BIPOC and LGBTQ+ artists in our concert series.
- We will seek to include BIPOC and LGBTQ+ people in the organization.