

AETN Diversity Statement

Critical to AETN's successful implementation of its mission, purpose and promise is exhibiting a governing and workplace environment that recognizes and celebrates the power of diversity as an advantage for all concerned. Diverse perspectives foster a broader understanding of the communities we serve. Diverse perspectives also breathe new life into business and the personal lives of employees while strengthening our ability to reach higher goals.

AETN seeks a diverse workforce through distinct personalities and abilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

AETN also believes that diversity considerations extend beyond race and gender. In addition to these, the spectrum of diversity includes disability, religious belief, age, culture, sexual orientation, physicality, education and socio-economic status.

Embracing diversity is not only important for the AETN staff and the AETN Commission, but by understanding and celebrating differences, AETN demonstrates its commitment to treat everyone with fairness and respect – a reassuring quality for the employee, board commissioner, community partner, volunteer and viewer alike.

AETN believes that the following two thoughts concerning diversity are important to always keep in mind:

“Mutual caring relationships require kindness and patience, tolerance, optimism, joy in the other's achievements, confidence in oneself, and the ability to give without undue thought of gain.” (Fred Rogers, The World According to Mister Rogers: Important Things to Remember, 2003)

“Diversity, when viewed through the lens of public media, is about understanding and appreciating one another's uniqueness. America was built by a patchwork of nationalities; public media is a quilt of America's many communities.” (The Corporation for Public Broadcasting)

To accomplish the goal of having and maintaining diversity, AETN seeks opportunities to recruit and employ a diverse workforce through a variety of diverse recruitment resources. AETN also strives to mirror or exceed the diversity of the state's population. We foster respect and collegiality among our employees through daily interactions as well as organization functions and events. AETN works to create and broadcast programs for a diverse audience on a diverse set of topics. Finally, AETN's Commission is set up to ensure that diverse representation is included in its membership.

Each year, AETN reports on its adherence to this Diversity Statement with three reports that can be found on the AETN website at www.aetn.org/about . These annual reports are the:

- “Employee Statistics” report
- “EEO Public File Report” (*also located on the online FCC Public File*)
- “Recruiting Report” (*also located on the online FCC Public File*)