



Revised August 18, 2020

Cumberland Communities Communications Corporation/WDV Diversity Statement

WDVX Diversity Statement:

WDVX is an independent, listener-supported community radio station whose broadcast license is held by 501(c) 3 non-profit organization, Cumberland Communities Communications Corporation. CCCC/WDVX is committed to diversity in its workforce, boards, and volunteers.

In the course of its pursuit of exploring and celebrating the Southern Appalachian region's cultural heritage and supporting underrepresented arts. WDVX is committed to programming and event scheduling designed to appeal to and be informative to the region's demographic spectrum which includes rural and urban communities, multi-generations, many viewpoints, and includes residents of various national and geographic origin, race, religion, physical ability, sexual orientation, gender identity, language, socioeconomics, marital status, veteran status, and viewpoint.

WDVX makes efforts to include youth, people of diverse backgrounds and viewpoints, the region's rural residents, and people of varied physical ability in its volunteer positions and on-air volunteer staff. WDVX will interview diverse candidates for management and administrative positions.

Diversity plans include:

Interview at least one diversity candidate for any staff position

Interview at least one diversity candidate for any senior leadership position

Advertise any open search in publications or websites to garner more diversity candidates.

The Board of Director nominating committee will include qualified diverse candidates in its search and vetting process.



The current makeup of CCCC/WDVX staff and board includes:

Paid professional staff:

Full time Staff– 5 women and 2 men.

Part time Staff – 4 men and 2 women.

The staff is multi-generational.

Board of Directors:

Executive Committee - 3 men and 2 women

Full Board - 8 men and 5 women

The board is multi-generation.

The board members are White, Latina and African American.

- On-Air Volunteer Staff: a mix of young and older volunteers with diverse backgrounds and from rural and urban communities in our listening area.
- Advisory Board: 3 men, 3 women from several age groups. Different communities in our geographic area are represented on our Community Advisory Board.

CCCC/WDVX will participate annually in the University of Tennessee job fair.