



Affirmed September 14, 2021

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. CCC/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 inform the region's demographic spectrum. This spectrum includes rural and urban communities, is multi-generational, and reaches a variety of viewpoints. It includes residents from various national and geographic origins, races, religions, physical abilities, sexual orientations, gender identities, languages, socioeconomic backgrounds, marital status and veteran status.

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 as well. WDVX interviews diverse candidates for management and administrative positions whenever possible.

Our Diversity plan includes the following goals:

- Interview at least one candidate from a diverse background for any open staff positions
- Interview at least one candidate from a diverse background for any open senior leadership positions
- Advertise any open search in publications or websites that reach candidates from diverse backgrounds.

The Board of Director nominating committee will actively attempt to include qualified diverse candidates in its search and vetting process when the need for new board members arises.

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, LatinX 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: 5 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.