

Diversity at Iowa Public Television

Iowa Public Television is Iowa's statewide public broadcasting network. IPTV provides quality, noncommercial programming and educational services to make a difference in the lives of Iowans. As one of the last locally-controlled media enterprises in the state, IPTV is committed to telling Iowa's stories like no one else can. Our mission to educate, inform, enrich, and inspire Iowans enables IPTV to present an unequalled array of programs of lasting value to Iowans regardless of where they live or what they can afford.

Iowa Public Television is committed to diversity – the commitment measured by network efforts to ensure that the composition of its boards, advisory committees, management and staff will include those with differences in age, race, creed, color, religion, sex, sexual orientation or gender identity, national origin or mental and physical disability.

We endeavor to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by Iowa Public Television.

IPTV has identified the following goals for FY 2019:

- All IPTV employees hired from July 1, 2018 to June 30, 2019 will be given the EEO/AA policy statement and sign acknowledgement indicating that the policy was read and fully understood.
- All IPTV employees will participate in a sexual harassment refresher course.
- For those job openings which are posted externally, IPTV will identify additional recruitment sources to generate a large applicant pool, thereby increasing the likelihood of having a diverse group of people to choose from.
- Our network will have a representative on the Department of Administrative Services AA/EEO Recruitment Committee.
- A representative from IPTV will help staff the State of Iowa booth at recruitment events or career fairs.
- Student intern possibilities will be advertised within local colleges to generate a larger pool of applicants.
- A representative from Iowa Public Television will meet with a local vocational rehabilitation specialist from the community to explore possible job shadowing opportunities, to assist in skill building of the individual.
- The IPTV production department will provide a high school minority mentorship during the summer of 2019, providing exposure to all aspects of IPTV operations.

Iowa Public Television will continue to explore new opportunities for achieving and promoting this diversity plan and for monitoring and evaluating our success. This is executed by the Executive Director and the Director of Administration. The means Iowa Public Television will always meet the standards of federal and state law, Iowa Public Television's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

September 1, 2018