



## CPB Policy Diversity Equity and Inclusion Report 2023

As an organization whose primary goal is to connect artists and audience, diversity and inclusion are central to our work, from the curation of our broadcast and digital programming, to our events, and local music journalism, to employment and education.

### **Programming:**

In addition to the diversity of our regularly scheduled broadcast and the live events that we cover and host throughout the year, some ongoing projects that highlight this work are:

- The Pew-funded Black Opry Residency which expanded upon our Artist to Watch program. Launched in 2022, this project's goal was to support the work of Black artists in Americana and Country Music, working in partnership with the Black Opry Revue.
- The Black Music City Project, which is a joint endeavor with independent jazz and classical station WRTI and local creator space RECPhilly. Since 2020, this project has provided multiple grants to Black creatives from all art disciplines, engaging the wider creative community with the Black music traditions of our city.
- The long-time host to specialty programs that uplift diverse communities, such as radio shows OUTSounds and Amazon Country which center the music of LGBTQ+ artists, as well our Peabody Award winning show, Kids Corner that provides educational and music-centered programming for young people.

### **Community Education:**

WXPn offers valuable internship and work study programming for college students to gain hands-on, pre-professional experience in broadcasting, music programming and events. We also host tours for local school and college groups to give them exposure to public media and careers in broadcasting.

### **Diversity, Equity, and Inclusion Training:**

In meeting the CPB requirements for annual bias prevention training, WXPn coordinates and participates in both the CPB's yearly training as well as facilitating and encouraging additional training and resources on Diversity, Equity and Inclusion.

### **Employment:**

WXPn encourages job applicants regardless of ethnicity, gender identity, age, religion, or sexual orientation, as well as those from various economic, educational, and geographic backgrounds to apply for open job positions and reaches out to diverse populations in advertising these openings. Our employees and the governing and advisory boards that oversee our organization reflect the diversity of the multi-cultural city in which we are located.

WXPn considers diversity and inclusion to be central to our goal of building, serving, and engaging our community and is always looking for opportunities to learn and grow in this effort.