



Community Representation Statement



As an organization whose primary goal is to connect artists and audience, we work consciously to center content that reflects the culture and interests of our community. This encompasses the choices we make when curating our broadcast programming and digital content, to the events we produce and host or support with our coverage and our teams of committed member volunteers. This is also reflected in our extensive concert coverage and in the support and engagement we provide to local musicians who live and work in our communities. We also demonstrate these goals by our employment practices, which are supported by the University of Pennsylvania's strict guidelines for equal opportunity hiring, and by our community education opportunities as evidenced by the interns and student workers we integrate into our team each academic year.



Programming:



In addition to the community curated selections 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 our long-time commitment to hosting specialty programs that uplift the varied voices in our communities such as:

- Homegrown: The Local Show, with its spotlight on area musicians.
- Culture Cypher Radio, John Morrison's weekly hip-hop show.
- LGBTQ+ programming via OUTsounds and Amazon Country.
- The Americana Music Hour, and many more.

And our ongoing community engagement offerings, including:

- Our weekly free public concert, Free At Noon.
- XPoNential Music Festival that brings the artists featured in our programming to the live music audience.
- WXPn's Musicians On Call, bringing bedside musical performances to area hospitals.
- And the many unique collaborations with community projects and arts organizations we are involved with each year.



Community Education and Employment:

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.

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. Additionally, WXPN reaches out to diverse populations in advertising these openings. We also seek to ensure that 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.



Ongoing Community Representation Goals:

Central to WXPN's goals of building, serving, and engaging our community is the work we do to ensure our content accurately reflects the voices and interests of that community. We actively seek new connections and welcome offerings of collaboration from community leaders. We regularly seek feedback from our members, our listening audience and the attendees at our events. The diversity of our content, our vibrant calendar of activities and our community partnerships are concrete examples of the ways that we are actively working towards these goals and adding value to our region.