

WXPN encourages job applicants regardless of ethnicity, gender, age, religion or sexual orientation, as well as those from various economic, educational and geographic backgrounds to apply for open job positions that reflect their level of experience and skills. In doing so, WXPN consistently strives to build a workforce on every level of the organization that is representative of the diverse community it serves. When posting job openings, WXPN seeks to recruit for diversity and excellence utilizing a broad combination of national and local sources. Periodically WXPN assesses its list of job posting resources and updates station hiring practices in order to ensure they are in keeping with the hiring protocols set forth by WXPN'S licensee, the University of Pennsylvania. Penn's diverse composition on its Board of Trustees ensures that the College's mission and hiring practices are in full compliance with diversity goals as stated in the University of Pennsylvania Policy on Equal Opportunity and Affirmative Action.

In meeting the requirements of diversity training, WXPN coordinated and participated in a series of staff and management training programs starting in April 2018 made to increase station personnel's awareness of and response to diversity as it relates to culture, gender, age and ethnicity. As required of CPB's Community Service Grant recipients, all WXPN staff, interns, and work studies participate in the online NAVEX Global harassment prevention training CPB makes available to complete annually. Internally, WXPN's management team met to engage in meaningful dialogues around Diversity, Equity and Inclusion issues and racial literacy in our workplace with an outside facilitator in the fall of 2020. A day-long retreat was provided for the staff in 2021 and WXPN's diversity plans further include unconscious bias training in 2021 for both management and staff.

WXPN offers valuable internship and work study program for college students to gain hands-on, pre-professional experience that enriches their education and supports their career goals. To continue to provide these students with insights to working in public radio while observing pandemic restrictions, WXPN staff along with a panel of media professionals offered a Virtual Careers in Radio Panel presentation in summer 2020. And to further the goal of making job and internship positions widely available, qualified station staff participate in job fairs and career day events throughout the educational and regional community, more recently attended virtually due to COVID restrictions.

WXPN showcases the music and heritage of communities that may have origins outside of the Greater Philadelphia region but share lineage and direct links to the music and people throughout the City's neighborhoods and broad listening area. Key station projects such as our Gospel Roots of Rock Soul project invited, enlightened and united our diverse community through the station's broadcast and production of the project's 4-part documentary which was distributed to stations for national and local airplay. Outreach regarding this project was further supported through community engagement events, and digital and social platforms designed to engage and support the diversity of the community. WXPN's newest project Kanaval: Haitian Rhythms and the Music of New Orleans was developed and modeled on the Gospel Roots feature for broadcast, distribution and availability on digital and social platforms, and will be further supported through community engagement events planned in 2021. Both of these projects extended WXPN's aspiration to reach deeply into our neighboring communities near and far to strengthen, share and grow in appreciation for these musical heritages. WXPN also partners with REC Philly, provider of workspace, resource and education for the local arts community, to collaborate and elevate the voices and works of talented and culturally diverse local creatives. These are among the initiatives that explore diversity and are important to the station's public media work.