

## **WMNF CPB Transparency Requirements: Diversity**

### **Establish Formal Goal of Diversity**

WMNF's Mission Statement drives the station's diverse content: WMNF is a listener-supported community radio station that celebrates cultural diversity and is committed to equality, peace and economic justice. WMNF provides broadcasts and with a grassroots local emphasis that promote creative, musical, and political vitality.

### **Diversity Eligibility**

WMNF has a long-established goal of diversity within in the station's workforce, management and Board of Directors. WMNF posts its open positions in *The Florida Sentinel*, a newspaper that serves the Tampa Bay Area's African-American community, our own Web site [wmnf.org](http://wmnf.org), and on various public media list serves. The same applies to all open positions in WMNF's workforce. As of September 30, 2015, WMNF had an open position for a Broadcast Engineer/IT Specialist and had listed the job in the sites above.

The WMNF Board of Directors is currently seeking new members for our 2015-16 fiscal year, which begins October 1, 2015. The station is reaching out to local NAACP branches and is also publicizing the need for a diverse board on our air waves.

### **Implementing formal goal of diversity**

1. WMNF has a Board-chaired Diversity Committee, made up of Board, Staff and Volunteers. These are the Diversity Committees formal goals:

- Ensures that WMNF fairly represents the community that it serves.
- Promotes participation in station governance and functioning by persons of all ethnic, racial, religious and gender identities and sexual orientations, be this as staff members, volunteers, Nathan B. Stubblefield Board of Directors members, members or listeners, where those persons share the values represented in the WMNF Mission Statement.
- Identifies underrepresented community groups, and promotes participation by members of those groups through outreach and other means.

2. On April 11, 2015, WMNF held diversity training at the station's annual Board of Directors and Staff retreat. More training is planned for fiscal year 15-16. The Diversity Committee had a presence at the following events. More will be scheduled. The following have been confirmed or took place:

#### **A. January**

- January, 26, 2015: MLK Jr. Parade in Tampa and St. Petersburg

#### **B. February**

- Black History Month, various events on and off-air.
- Saturday, February 28th 2015: Sankofa Event: John F. Germany Public Library, Tampa

### **C. March**

- Women's History Month, Tampa Pride, various events on and off-air.

### **D. April**

- April 4, 2015: Blue Moon 211, Saturday, April 4<sup>th</sup>, suicide prevention event focusing on the African American Community at MacFarlane Park, Tampa

### **E. May**

- Friday, May 1 and Saturday, May 2, 2015: WMNF Tropical Heatwave, our music festival fundraiser in Ybor City with an emphasis on diverse music

### **F. June**

- June 19, 2015: Juneteenth, on and off-air at WMNF
- June 27, 2015: PrideFest, parade and festival in St. Petersburg

### **G. July**

Melting Pot America Month, events on and off-air

### **H. September**

- September 19, 2015: Welcoming Week at the University of South Florida as a special orientation for foreign and minority students
- September 19, 2015: The Tampa Bay Jazz Fest in downtown Tampa

3. As stated previously, WMNF is recruiting a new staff member, and members of our Board of Directors, and is doing outreach by advertising in minority news outlets and meeting with the NAACP. WMNF currently has an African American Operations Manager. WMNF also had a Latina as Board President in 2012.

## **WMNF Community Advisory Board as of September 25, 2015**

### **Community Advisory Board**

Richard Manning, Chair cabchair@wmnf.org  
Mike Reedy  
Alex Manus  
Gazi Kodzu  
Chimurenga Waller  
Constance Jimenez

*Meets quarterly to provide a community forum to monitor the station's broadcasts and evaluate how WMNF is meeting the needs of the community at large.*