



Mountain Lake PBS Diversity Goal

Mountain Lake PBS is committed to diversity in our programming and our people. In order to fulfill this commitment to our Diversity Policy we seek to appoint, elect and hire qualified individuals to reflect the diversity of the population we serve.

Mountain Lake PBS Diversity Policy

Mountain Lake PBS is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Mountain Lake PBS' diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Mountain Lake PBS have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Organizational Diversity

October 1, 2018 – September 30, 2019

To meet CPB's diversity requirements, Mountain Lake PBS has implemented the following initiatives during this report period:

1. **Review with the station's governing board those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines.**
 - a. Mountain Lake PBS' Diversity Policy was approved by the Board of Directors of Mountain Lake PBS at its meeting on August 29, 2012. Any new Board member moving forward receives a copy of the Policy and is asked to sign an acknowledgement form that the Policy was given to them.
 - b. In addition, all new hires are also given the policy for acknowledgement.
 - c. Mountain Lake PBS complies with the Federal Communications Commission's Equal Employment Opportunity regulations as part of its job posting for every position for which we recruit. A copy of the most recent FCC EEO report is available on Mountain Lake PBS' website.
2. **Complete an annual report of the organization's hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility Policy and post the report on the station's website.**
 - a. This document serves as Mountain Lake PBS' annual report of the organization's hiring goals, guidelines, employment statistics and actions taken to satisfy the Diversity Eligibility Policy. This report is posted on the Mountain Lake PBS website.
3. **Implement formal diversity training programs for management and appropriate staff.**
 - a. Management and appropriate staff participate in ongoing diversity training to meet objectives in this area, including a full staff training on Diversity & Inclusion held September 3, 2019.
4. **In addition, Mountain Lake PBS undertook the following initiative during the report period:**
 - a. Included individuals representing diverse groups in internships designed to provide meaningful professional-level experience in order to reflect the diversity of the community and further public broadcasting's commitment to education.
 - i. Mountain Lake PBS offers internship opportunities to area college students throughout the year in the different departments of the organization. We also partner with the New York State Broadcaster's Association to provide paid internship opportunity to college students during the summer.
 - b. Participate in minority or other diversity job fairs.
 - i. As part of Mountain Lake PBS' recruitment initiatives, station personnel attend job and intern fairs to facilitate its outreach efforts, including the Take the Transition Trek Conference, which focuses on careers for those with different physical and mental abilities.
 - c. Utilize varied recruitment sources for open positions
 - i. Mountain Lake PBS posted positions to the National Labor Exchange, which prioritizes veterans. To see a complete list of recruitment sources, view Mountain Lake PBS' FCC EEO report on the Mountain Lake PBS website.

Diversity Statistics

Workforce of Full and Part-time employees October 1, 2018 – September 30, 2019:

Male				Female				Total			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
16	100%	0	N/A	6	100%	0	N/A	22	100%	0	N/A

Note:

Minority includes Black or African American, Asian, Hispanic/Latino(a), Native American or Alaska Native, and Native Hawaiian or other Pacific Islander.