

WMNF CPB Transparency Requirements: Diversity

15 - 16

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, and on various public media list serves. The same applies to all open positions in WMNF's workforce.

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 orientation, be this as staff members, volunteers, Nathan B. Stubblefield Board of Directors members, donors 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 March 12, 2016, WMNF held diversity training at the station's annual Board of Directors and Staff retreat. More training is planned for fiscal year 16-17. 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 16, 2016: Black Heritage Festival Downtown Tampa
 - January, 25, 2016: MLK Jr. Parade in Tampa and St. Petersburg
 - B. February**
 - Black History Month, various events on and off-air.
 - C. March**
 - Women's History Month, Tampa Pride, various events on and off-air.
 - D. April**
 - April 30: 2016: Blue Moon 211 suicide prevention event focusing on the African American Community at MacFarlane Park, Tampa
 - Saturday, April 30, 2016.: WMNF Tropical Heatwave, our music festival fundraiser in Ybor City with an emphasis on diverse music

E. June

- June 19, 2016: Juneteenth, on and off-air at WMNF
- June 25, 2016: PrideFest, parade and festival in St. Petersburg

F. September

- September 17, 2016: Welcoming Week at the University of South Florida as a special orientation for foreign and minority students.

3. In terms of staffing, WMNF currently has an African American Operations Manager and an African American Maintenance Custodian. WMNF also had a Latina as Board President in 2012 who returned as a Board Member in 2015. WMNF has two African American women as Board members and two Asian-American woman.

WMNF Community Advisory Board as of September 30, 2016

Laura Keane, Chair cabchair@wmnf.org

Richard Manning

Alex Manus

Mario Nunez

Mike Reedy

Ken Skillman

Community Advisory Board

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.