

On Diversity and WIPR Diversity Statement 2020-2021



Corporación de
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Difusión Pública

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Since its foundation, WIPR is sustained on the cultural and social diversity of Puerto Rico, an Island characterized by interraciality and socioeconomic differences among its community sectors. The Corporation serves the needs of our entire population through programming designed and produced exclusively for children, youth, adults, and seniors of all demographic and socioeconomic backgrounds; serving marginalized groups such as women, students from the public and private system of Puerto Rico, the population with special needs and immigrants.

The economic and social challenges presented by the 21st century, as well as the increase in the emigration of our population to the United States, generate new opportunities for communication and services to increasingly diverse and dispersed communities. The plurality of WIPR communication platforms (air, social networks and Internet transmission) places us in an optimal place to meet those needs; taking advantage of these circumstances for the development of programming and growth opportunities. This diversity also includes the Corporation's staff structure, from regular employees and contractors to Management, the Board of Directors and the Community Advisory Committee.

WIPR is an equal employment opportunity employer committed to creating and supporting a work environment that maximizes the potential and diversity of our people. We encourage employee programs and services that promote and reflect an inclusive and positive workplace in which everyone can participate and be valued for their skills, experiences and perspectives.

The Corporation considers this inclusion policy an integral aspect of the mission and operation of the organization. Our goal at WIPR is to emulate the diversity that makes up Puerto Rican society in all aspects, to ensure that our mission of educating, informing and entertaining is representative of the social conditions of our Island and that it appeals to all sectors in our community.

In commitment to this policy and as part of our Diversity Plan:

- 1) We encourage our Board of Directors and Community Advisory Committee to reflect Puerto Rican diversity by following the principle of merit, the eligibility and diversity criteria established by the National Corporation for Public Broadcasting (CPB) - which prohibit discrimination and seek actions aimed at an adequate representation of the different community sectors - and, above all, regardless of race, religion, color, gender, gender identity and gender expression, age, marital status, nationality, sexual orientation, citizenship, handicap or disability, veteran or military status, political beliefs, pregnancy, genetic information or any other characteristic protected by law;
- 2) We recruit, hire, train and promote people at all professional and technical levels complying with the laws of equality in employment opportunity, following the principle of merit, the eligibility and diversity criteria established by the National Public Broadcasting Corporation (CPB for its acronym in English), which prohibit discrimination and seek actions aimed at an adequate representation of the different community sectors; and above all regardless of race, religion, color, gender, gender identity and gender expression, age, marital status, nationality, sexual orientation, citizenship, handicap or disability, veteran or military status,



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political beliefs, pregnancy, information genetics or any other characteristic protected by law;

- 3) We guarantee that all processes involving our employees, including compensation, benefits, transfers and layoffs, are carried out without distinction of race, religion, color, gender, gender identity and gender expression, age, marital status, nationality, sexual orientation, citizenship, handicap or disability, veteran or military status, political beliefs, pregnancy, genetic information or any other characteristic protected by law;
- 4) We continue to include diverse people in our internship workshops and supervised internships aimed at acquiring experiences at the professional level of high school students, university students and vocational rehabilitation programs following the principle of merit, the eligibility and diversity criteria established by the Corporation for National Public Broadcasting (CPB), which prohibit discrimination and seek actions aimed at an adequate representation of the different community sectors; and above all regardless of race, religion, color, gender, gender identity and gender expression, age, marital status, nationality, sexual orientation, citizenship, handicap or disability, veteran or military status, political beliefs, pregnancy, genetic information or any other characteristic protected by law;

In accordance with these commitments, WIPR periodically reviews nominations, both for the Board of Directors and for employment opportunities, with the aim of ensuring equal opportunities for all people. Likewise, through our internship programs and supervised internships for young people from high schools, universities and participants in vocational rehabilitation programs, WIPR continues its mission of being a meeting place, exchange of knowledge and training for future professionals of the media. ; respecting differences, fostering inclusion and reinforcing growth opportunities that arise from the participation of the various sectors of the communities we serve. The Corporation is the most important workplace for Puerto Rican actors through the Taller Dramático de Radio and the Taller Dramático Lucy Boscana de Televisión. The programming produced by both organizations serves the entire generational spectrum of our communities; from the dissemination of children's stories and classics of our literature to the discussion and reflection on the cultural, social and economic work in the country. The administrative execution of these activities is monitored as is performance on other objectives and tasks.

The Corporation assesses diversity annually. Based on these assessments, WIPR aims to maintain current levels of diversity by working to sustain the following statistics:

Women per work group	FY2020-21 %	FY2020-21 #	Minorities per work group	FY2020-21 %	FY2020-21 #
Management	39%	7	Management	100%	18
Office	92%	11	Office	100%	12
Technicians	14%	8	Technicians	100%	58
Professional	45%	5	Professional	100%	11
Specialized	17%	1	Specialized	100%	6
Unspecialized	0%	0	Unspecialized	100%	3
Total	31%	33	Total	100%	108