

COMMUNITY REPRESENTATION COMMITMENT AT CASCADE PBS

Cascade PBS is committed to building a team that represents a diversity of thought, experience, and personal background, which is necessary to fulfill our mission to inform and inspire our community to make the world a better place.

Diversity has many dimensions. It describes the myriad of ways in which all people differ, including psychological, physical, and social differences such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, body size, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. As part of our commitment to diversity, we are committed to advancing racial equity in our organization and the community we serve.

We enrich our community, our organization and ourselves when we celebrate and leverage the varied experiences and ideas that each individual brings. We will invest our resources and hold ourselves accountable to increasing diversity of team members, Board of Directors, Community Advisory Board, and content contributors.

COMMUNITY REPRESENTATION COMMITMENT STATEMENT

DIFFERENCE IS OUR STRENGTH

The strength of our community, team, content, and organization

Team members who reflect the diversity of our community drive our relevance, innovation, performance, and success.

We commit to:

- Recruit and retain a diverse team and board.
- Identify and address systemic barriers to full inclusion.
- Ensure a culture of collaboration, flexibility, and belonging.
- Reflect the diversity of our community through programming, journalism, events, and partnerships.

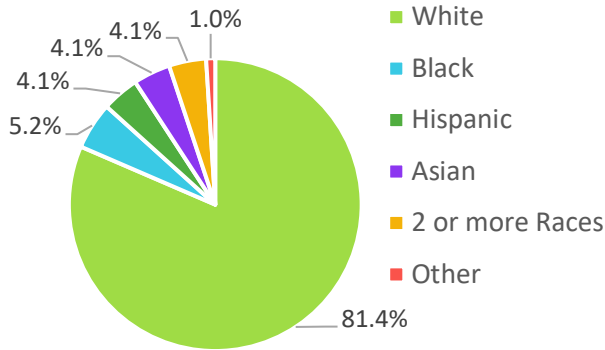
CASCADE PBS DEIB STRATEGIC PLAN

The above commitment statement influenced Cascade PBS's Diversity, Equity, Inclusion, and Belonging (DEIB) strategic plan, which was created to uphold both this commitment and improve our organization and our service to the community. There are objectives, key results, measures of success, accountable parties, and deadlines within the plan. The first plan was released in 2020, updated at the beginning of 2023, and the third iteration is being developed to align with the organization's overarching strategic plan. We embrace the ongoing nature of this work and will continue to iterate on our plan to achieve a fully diverse, equitable and inclusive organization that fosters true belonging.

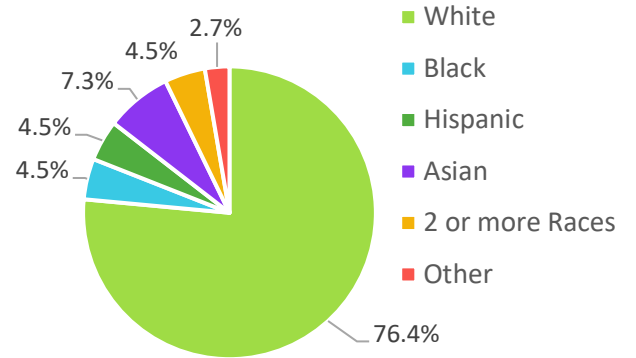
So, how are we doing? The charts below reflect our workforce's demographic information for race/ethnicity and gender (as how they are surveyed and reported for legal purposes) for FY21 (July 2020-June 2021), FY22 (July 2021-June 2022), FY23 (July 2022-June 2023), and FY24 (July 2023-June 2024):

Race & Ethnicity Demographics

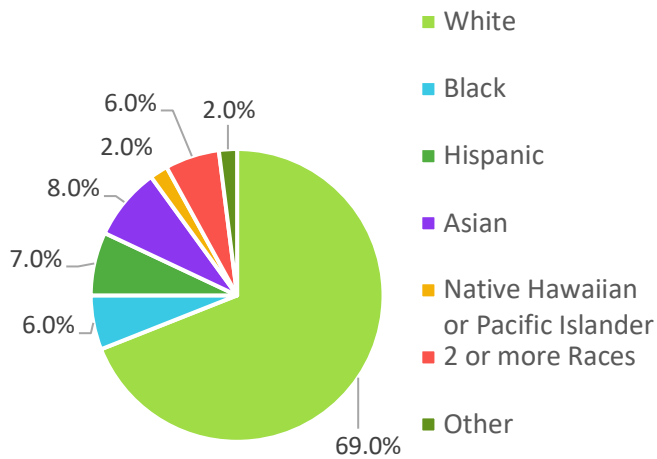
Race/Ethnicity FY21



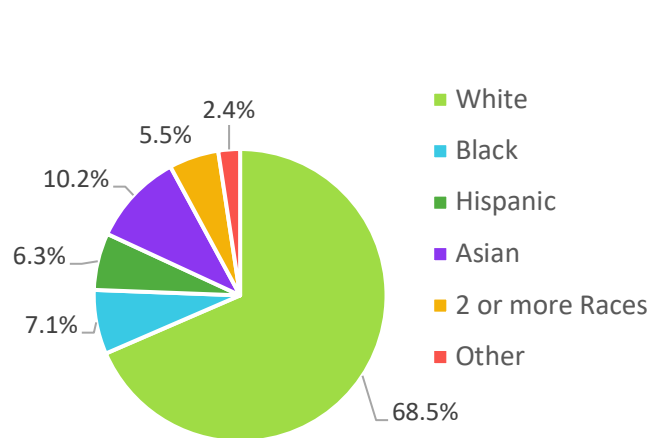
Race/Ethnicity FY22



Race/Ethnicity FY23

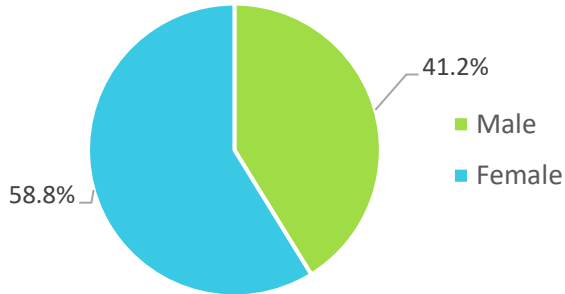


Race/Ethnicity FY24

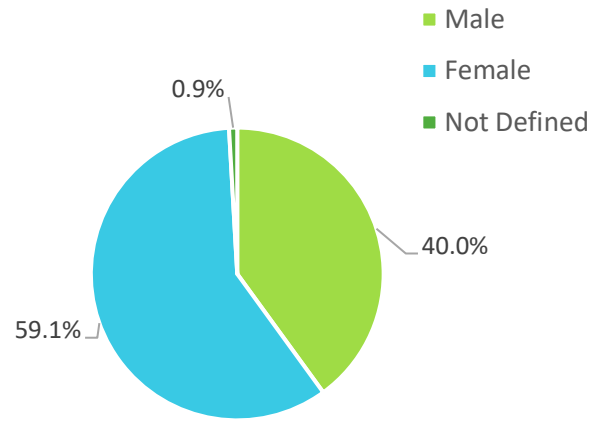


Gender (Legal) Demographics

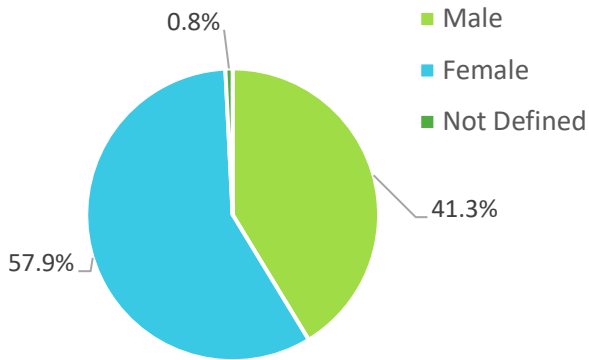
Gender (Legal) FY21



Gender (Legal) FY22



Gender (Legal) FY23



Gender (Legal) FY24

