

Valley PBS Mission

Our mission is to enrich, educate and strengthen our diverse Valley community through the power of public service media.

Valley PBS Vision

Our vision is to continue to serve as the Valley's preschool, classroom, stage for the arts and lens for exploration, pointing citizens of all ages to destinations where their interests are served, their spirits lifted, and their voices and perspectives heard.

Diversity Definition

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These include but are not limited to race, ethnicity, gender expression, sexual orientation, socio-economic status, age, physical/intellectual abilities, educational background; religious, political, or other ideological perspectives; military service, geographical location; marital and/or parental status. It is the acceptance of these differences in a safe, positive, and nurturing environment that supports our mission to enrich, educate and strengthen our diverse Valley.

It is imperative to support and protect diversity. In supporting diversity, we acknowledge that categories of differences are not always fixed but can be fluid. We respect individual rights to self-identification, and we recognize that no one culture is intrinsically superior to another.

Diversity is a set of conscious practices that involve:

- Celebrating interdependence of humanity, cultures, and the natural environment.
- Practicing mutual respect for qualities and experiences that are different from our own.
- Recognizing and understanding that personal, cultural, and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others.
- Building alliances across differences so that we can work together to eradicate all forms of discrimination.

Valley PBS Diversity Goals

Goal I: Leadership Diversity

Valley PBS will strive to reflect the diverse demographic of the community it serves in its Board of Directors, Community Advisory Board, management, staff, and volunteers.

Goal II: Diverse Leadership in Content Strategies

Actions of the Executive Team will be informed by, among other things, input from staff, governing board, Diversity Committee and Community Advisory Board.

Goal III: Diversity in Audience Development and Outreach & Event Activities

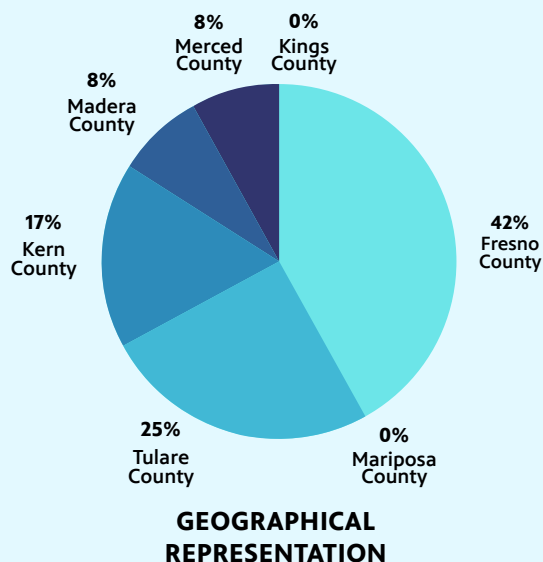
Activities and focus of the Valley PBS Executive Team and staff will strive to reflect and include the above-stated Diversity Policy definition through audience development, outreach, and events.

ANNUAL DIVERSITY REPORT

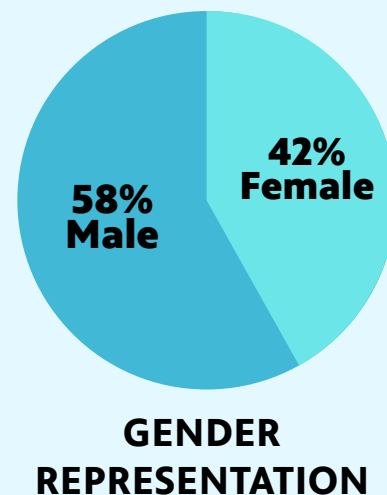
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PROGRAMMING



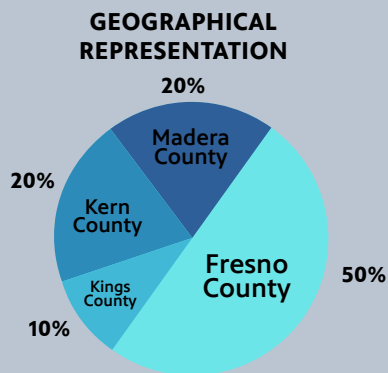
GOVERNING BOARD



RACIAL/ETHNIC REPRESENTATION
25%
Persons of Color



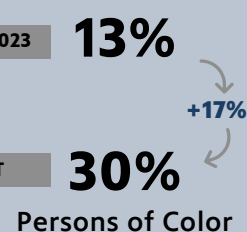
COMMUNITY ADVISORY BOARD



GENDER REPRESENTATION

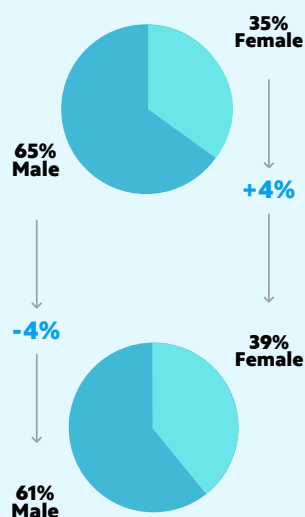


RACIAL/ETHNIC REPRESENTATION



VALLEY PBS STAFFING

Gender Representation



JANUARY 2023

PRESENT

Racial/Ethnic Representation

