Stu-Comm, Inc dba WNRN is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

WNRN is committed to creating an inclusive workplace that promotes and values diversity by engaging and employing a mix of minds, backgrounds and experiences. We strive to ensure that our employees feel valued, appreciated, and free to be who they are. Ongoing efforts towards achieving this goal include the following:

* Include diverse individuals in volunteer programs and internships.
* Include qualified diverse candidates in any slate for governing board and advisory council.
* Include qualified diverse candidates for employment for any posted job opportunities.
* network with and recruit from industry-specific professional associations.

We embrace and encourage our employees’ and governing board’s 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 and board members unique.

WNRN’s 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.

It is the goal of WNRN that listeners find their own reflections in WNRN’s staff and governance as well as throughout our rich mix of music programming and station-supported projects and events. An extension of this objective is WNRN’s commitment to recognizing the historical omission of groups and programs dedicated to the promotion of underserved members of the communities into which we broadcast. Established in 2015, WNRN’s *Hear Together* is a multifaceted program that aims to identify the real issues facing our communities and highlight the nonprofits working tirelessly to fulfill those needs. *Hear Together* addresses these issues through produced segments that aren’t isolated in one place during our broadcast day or week, but rather are woven into each hour of our regular music programming. By offering our nonprofit neighbors a platform to voice their mission at no cost, we hope to promote awareness and increase action and involvement among our listening audience. *Hear Together*’s reach and scope is broad, including a diverse set of focus areas, organizations, geographical locations, and even specialty series. One such series is *Hearing Hidden Voices*, a production of Hear Together committed to amplifying voices in our community, even when the spotlight has been turned off. Each profile highlights the work of a different Virginia native whose tenacity made seminal strides in the fight for inclusion and equality of the Black community in our area – and beyond.

This diversity statement will be reviewed annually by Stu-Comm’s governing board, and any necessary, applicable changes to this policy may take place at that time.