Statement of Commitment to Diversity
Cook County Community Radio, also known as WTIP, is committed to representing the
diverse community of NE Minnesota by reflecting the demographics of the area in its
programming and the boards, volunteers, staff and management of the station.

WTIP Diversity Goal
Cook County Community Radio seeks to represent the diversity of NE Minnesota in its
programming and composition of staffing, management and boards. We will provide
equal opportunity in employment and educate our staff and boards in maintaining an
inclusive and diverse environment.

2013 census data from Cook County provides the following information:

<table>
<thead>
<tr>
<th>2013 Census</th>
<th>WTIP Staff</th>
<th>WTIP Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>5,200</td>
<td></td>
</tr>
<tr>
<td>Ages 0-17 years</td>
<td>21.4%</td>
<td>1</td>
</tr>
<tr>
<td>Ages 18-44</td>
<td>54.9%</td>
<td>3</td>
</tr>
<tr>
<td>Ages 45-64</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Over 64</td>
<td>23.7%</td>
<td>2</td>
</tr>
<tr>
<td>Females</td>
<td>50.7%</td>
<td>6</td>
</tr>
</tbody>
</table>

White 87.3% 11 7
American Indian 8.7% 1
2 or more races 2.6%
Hispanic 1.8%
Black .7%
Asian .6%

Diversity Policy Practices and Initiatives
Diversity as defined in NE Minnesota is a composite of ages, cultural backgrounds,
geographic locales, gender. WTIP ensures our commitment to diversity by the following
practices:

- WTIP board has reviewed FCC’s 47 CFR 73.0280 guidelines
- Post job openings to a variety of diverse organizations and media
- Host events that promote cultural/ethnic/gender/geographic/age participation
- Broadcast programming that reflect cultural/ethnic/gender/geographic/age
demographics
Station Manager sits on various boards of organizations throughout county
Holds twice annual volunteer open houses and trainings for new volunteers
Contributes annually to a scholarship fund for students in broadcasting through AMPERS
Conduct a Youth Media Program for high school students and employ 1 student intern a year
Work with an Anishinaabe independent producer to produce Anishinaabe education features for broadcast
Partner with various educational, cultural, historical and arts organizations to create programs and features.
Participates in annual health fairs at Grand Portage, job & volunteer fairs at the Senior Center and opportunity fair at the local school
Have representation on board of directors from Grand Portage.