

# Community Representation Statement

## WTIP North Shore Community Radio

WTIP is deeply committed to reflecting and serving the diverse voices of our community. In alignment with the Corporation for Public Broadcasting (CPB) regulations, our station strives to be an inclusive platform that promotes and amplifies the unique perspectives, cultures, and experiences of all members of our audience.

### **Diversity and Inclusivity:**

We recognize the richness of our community's cultural, social, and economic backgrounds. Our programming is designed to reflect this diversity by offering content that addresses the interests and needs of various demographic groups, including but not limited to different races, ethnicities, genders, ages, abilities, and socio-economic statuses. We actively seek to include underrepresented and historically marginalized voices in our broadcasts.

### **Community Engagement:**

We are committed to engaging with our community members regularly to understand their evolving needs and interests. Through open dialogues, surveys, and participation in community events, we invite feedback that helps guide our programming and operations. This ensures that our content remains relevant and that we continue to serve as a vital resource for the entire community.

### **Equal Opportunity and Non-Discrimination:**

WTIP is an equal opportunity employer and content provider. We adhere to CPB's diversity, equity, and inclusion principles in our hiring, staffing, and community outreach efforts. We do not discriminate based on race, color, national origin, gender, age, religion, disability, or any other legally protected category. Our leadership and staff reflect the community we serve, enhancing our ability to connect with and represent a broad spectrum of listeners.

### **Community Representation in Governance:**

We ensure that our board of directors, advisory committees, and decision-making bodies include individuals who represent the diversity of our community. This governance structure enables us to maintain accountability and ensures that community input plays a central role in shaping our direction and programming.

### **Local Content and Representation:**

Our station emphasizes local content that resonates with our audience. We collaborate with local artists, storytellers, journalists, and community leaders to share their voice in our programming that celebrates the unique character of our region. By doing so, we create a space for important local issues, arts, and culture to thrive.

As we continue to serve our audience, we remain dedicated to fostering a sense of belonging and ensuring that our content and operations reflect the values and diversity of our community.