

WDCB Diversity Statement – updated September 2019

WDCB strives for diversity in all areas of operation, including staff, programming and community engagement activities.

WDCB does not currently have its own Board of Directors, since it falls under the direction of the elected Board of Trustees of College of DuPage.

WDCB is guided in its employment practices by its license holder, College of DuPage, an equal opportunity/affirmative action employer. “Consistent with federal and state law, the Board of Trustees will facilitate through the Affirmative Action Officer equal employment opportunities to all persons regardless of their race, color, religion or creed, sex, national origin, ancestry, age, marital status, sexual orientation, arrest record, military status or unfavorable discharge from military service, citizenship status, use of lawful products while not at work, physical or mental handicap or disability (if otherwise able to perform the essential functions of the job with reasonable accommodation), or other factors which cannot lawfully be the basis for an employment decision.”

The term "employment opportunities" includes hiring, promotion, termination, wages, benefits, and all other privileges, terms, and conditions of employment. In accordance with federal law, the College will maintain a written Affirmative Action Program to implement and maintain the policy of equal opportunity through positive efforts. (Board Policy 15-5)

Here is the college's current Affirmative Action Plan:

<http://www.cod.edu/about/humanresources/pdf/affirmative.pdf>

WDCB's staff is historically stable, with only one completely new full time position hired in the past five years, none in the past calendar year. WDCB currently employs 15 full-time and one part-time staff member. Of these, four are women and ten are men, with one current vacancy. There is currently one staff employee who is Hispanic. WDCB's on-air hosting staff also includes more than two dozen community volunteers as well as independent professional producer-hosts. Those ranks include includes 6 women, 7 African-Americans and 1 Hispanic.

WDCB's programming is highly diverse and centered around a primary format of jazz and blues music, art forms inherently grounded in and strongly reflective of African American culture. Jazz and blues music have served as a transformational force in world culture as a creative, dynamic display of diversity, inclusion, freedom and democracy. WDCB plays an important role in supporting the health of the jazz and blues community in the Chicago area, which is both historically and currently one of the world's foremost creative hubs for this beloved music. In addition to jazz & blues, WDCB's schedule also includes programs specifically highlighting Afro-Cuban, Brazilian, Irish and Americana roots music.

According to Nielsen ratings estimates, WDCB's listening audience is approximately 60% male and 40% female. 20-30% of WDCB's audience identifies as African American and 10-15% as Hispanic. The median age of WDCB listeners is typically above the age of 50, but all age ranges are represented, with roughly 20-25% of the audience being under the age of 34.

WDCB maintains a robust schedule of public events in nightclubs, colleges, parks and public libraries, in which we engage with communities across the entire breadth of Chicagoland.