



Our Commitment to DEIAB

Diversity, Equity, Inclusion, Accessibility, Belonging

WXXI, CITY, and The Little Theatre recognize and value diversity, equity, inclusion, accessibility, and belonging in everything we do. A diverse workforce, management team, governing body, and community partners contribute to our knowledge and understanding of our organization and the communities we serve. Diversity strengthens us and enhances our ability to deliver content and services that attract, grow, and engage audiences. We are better when we celebrate, support, and include everyone.

Central to our mission and beliefs, we will create and foster an environment that embraces and celebrates diversity's power and positive impact. In doing so, we will encourage all individuals to be their authentic selves and honor and support their potential in their respective roles.

We commit definitively to diversity and inclusivity by ensuring we have staff and leadership, content development, and community engagement, which serves and represents everyone. Our commitment includes recognizing disability as a diversity, not a deficit. We embrace diversity of identity, experience, and thought and strive for inclusivity across our company and work. We commit to providing equal access and opportunity to all staff and volunteers.

We track diversity data and use this information to execute an organization-wide plan to inform meaningful engagement across all constituencies.

Antiracist Statement

WXXI condemns racist systems and beliefs. We choose to make conscious decisions daily that are equitable and based on respect and our shared humanity.

As a multimedia organization, we work to present a range of viewpoints. However, in the presentation of racist views and beliefs, we do not need to present sides. There are no two sides to racism or space to debate if it is wrong or right. Racism is wrong, and we will call it what it is. We will hold ourselves and others accountable.

WXXI, CITY, and the Little Theatre will explore new opportunities to achieve and promote DEIAB and monitor and evaluate our progress.