

Nashville Public Radio's Community Representation Statement

(The Communications Act requires the Corporation for Public Broadcasting to support diverse non-commercial educational content for unserved and underserved audiences and to make public media's content available for free to rural and urban audiences throughout the United States. Locally owned and operated public media stations are uniquely connected to America's communities and positioned to reflect and serve the diverse and varying populations of their communities.

CPB encourages stations to reflect and include their communities in station employment, membership on boards primarily responsible for station governance, community advisory boards (if required) and to provide educational, informational, and cultural content that meets the needs of the community populations they serve. Station activities and practices in support of these objectives must be consistent with the Equal Employment Opportunity provisions in the General Provisions and with other applicable federal and state laws.

To affirm this ongoing commitment, stations are required to adopt a "Community Representation Statement" that documents their support of these goals and how they plan to achieve them. The Community Representation Statement must be posted on the station's website or made available at its central office. Stations must biennially review their Community Representation Statements with their governing body and modify them as necessary to reflect significant changes in their communities' populations served and their strategies to serve them.) Corporation for Public Broadcasting 2024 Radio Community Service Grants General Provisions and Eligibility Criteria, page 13, Section 8

Nashville Public Radio and its news station's WPLN, WTML and WHRS have a responsibility to reflect the issues, cultures and lives of residents of Middle Tennessee as a member of a free and independent press, providing nonpartisan news coverage for the entire community, including historically underserved communities. WNXF as a key voice in the middle Tennessee music scene, broadens cultural understanding, exposing listeners to new cultures and communities through music and music news.

Nashville Public Radio is an equal opportunity employer and includes a staff with a wide range of backgrounds. Nashville Public radio offers internships geared toward developing a pipeline of talent for public media, and the station participates in job fairs and other outreach.

Nashville Public Radio works with a community advisory board that is reflective of attributes of diversity, including racial and ethnic, gender, age, geographic and diversity of subject matter expertise. This board provides advice and directions on community issues and the station's public service strategy to both the staff and Nashville Public Radio's Board of Directors.

The following are examples of the diverse news coverage of Nashville Public Radio. WPLN launched the daily news show "This is Nashville" in March of 2022 which covers many aspects of Middle Tennessee's culture and has a special focus on the area's underserved communities.

The daily newsletter and podcast “The Nashvilleager” provide local news and daily events reporting. The award winning “The Promise” was a recent series about life in public housing, with stories of a neighborhood in flux, a community defined by its struggles and the growing divide threatening its very existence. The award winning show ”Kids of Rutherford County” was produced in cooperation with Serial, The New York Times, ProPublica and Nashville Public Radio. This podcast was centered around how a Juvenile Service Center has been punishing kids with seclusion more than any other facility in Tennessee. WPLN News and NPR’s Embedded “Supermajority” was a recent series of what happens when one political party has near-complete control. A three-part series following three-conservative women challenging their own party.

WXP explores music of all genres, and regularly features a wide range of artists with its “Record of the Week” and “Nashville Artist of the Month” series. In addition, it provides a weekly community calendar “What Where When-sday.” WXP produces and airs the popular hip-hop and R&B show “Cashville” every week, as well as providing it in a podcast format. It offers specialty programming such as “Nashville Music Citizen” acknowledging the underserved people who make the Nashville music scene work.

Nashville Public Radio and its Board affirms its commitment to the following:

- To reflect and include all the communities it serves.
- To actively promote open employment positions through channels and avenues to reach a broad applicant pool.
- To foster a supportive and accepting environment in which all employees can be successful and supported in pursuing and realizing their full potential within the organization.
- To seek and nominate candidates for the Board, Advisory Councils and Committees that represent the composition of the communities served by Nashville Public Radio.
- To follow EEO principles of Equal Employment Opportunity.
- To deliver content and services that represent multiple voices and viewpoints, and that address issues relevant to our community