

Allegheny Mountain Radio (AMR) has a long-standing commitment to fulfilling our legal and ethical responsibility for diversity within our workforce, management, board and at all levels of governance of our stations. This challenges us to engage under-represented groups and to take initiatives for inclusion of all groups, including but not limited to gender, age, race, ethnicity, culture, religion, national origin, economic status, veteran status, disability, and sexual orientation.

AMR Diversity Goals

1. To seek out diverse individuals and underserved persons to serve as employees, volunteers, board members, and advisory committee members.
2. To present programming that reflects the diversity of the communities we serve.

AMR Diversity Practices and Initiatives

1. AMR is committed to diversity and equal employment opportunity in every aspect of personnel policy and practice, including recruitment, selection, placement, training and advancement of employees
2. AMR job openings are widely advertised, with the objective of attracting a diverse candidate pool, and diverse candidates are encouraged to apply
3. AMR is in compliance with federal, state and local laws on diversity and Equal Employment Opportunity
4. AMR employees, interns, and board members attend annual training on harassment prevention and implicit bias.

Diversity at AMR

AMR has 10 permanent staff members and 9 board members. Women comprise 40% of AMR's permanent staff and 45% of AMR's Board of Directors. AMR's staff generally reflects the demographic makeup of its listening area.

Revised and adopted at 09/13/2021 Pocahontas Communications Cooperative Corporation Board of Directors Meeting.