

CJAM 99.1 FM: DIVERSITY EQUITY AND INCLUSION POLICY

MARCH 2022

CJAM 99.1 FM supports and continues to invest in a diverse, inclusive, and equitable workplace; one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all aspects of our organization.

We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We're committed to modeling diversity and inclusion as a campus-based community radio station within the nonprofit sector, this involves maintaining and actively engaging in dialogues of inclusivity and equitable treatment for all.

To provide informed, authentic leadership for cultural equity, CJAM 99.1 FM strives to:

- See diversity, inclusion, and equity as connected to our mandate and critical to ensure the well-being of our staff, programmers, volunteers, and the diverse communities we serve.
- Acknowledge and dismantle any inequities within our policies, procedures and programs, and continually update and report organization progress with our governing bodies.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness; as a means of pursuing organizational change.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mandate.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, and committees.
- Lead with respect and tolerance. We expect all staff, volunteers, and programmers to embrace this structure of engagement (see *Safe Space Policy*).

CJAM 99.1 FM abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies, procedures, and bylaws.
- Generate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our community.
- Pool resources and expand offerings for underrepresented community groups by connecting with other nonprofit organizations committed to diversity and inclusion efforts.

- Open Door Policy: ongoing space for conversation with staff, volunteers, programmers and community members about what diversity, inclusion, and equity mean to them.
 - Maintaining a Hiring Policy that is intentional and conscious of bias during the hiring, promoting, or evaluating process.
 - To advocate and support sector policies that promote diversity, inclusion, and equity; and to challenge systems and policies that create inequity, oppression and disparity.
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CJAM 99.1 FM is a nonprofit campus-based community radio station. We provide music and information programming not offered by mainstream commercial media in the Wawiatanong (Detroit River) area, encompassing Windsor, ON and Detroit, USA. We serve people and groups within the community who are under-represented or maligned by mainstream media; CJAM 99.1 FM is dedicated to maintaining a forum of expression and shared views.