

KWMR Equity Statement

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KWMR West Marin Community Radio: *A Voice for Equity in our Community*

We at KWMR recognize that diversity, equity and inclusion are important parts of a thriving and vibrant community; equity, acceptance and social justice are key to preserving these unique and diverse points of view. It is in this spirit that we commit to protecting diversity, equity and inclusion within our community and within our organization.

We commit to examining our programming and practices on a regular basis to ensure that our procedures are diverse, equitable and inclusive of all members of our community, without limitation, and without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status.

We will be tolerant and accepting of all without bias, and take actions toward creating greater social justice within the greater community. We will commit to including culturally diverse programming that educates, inspires action, promotes awareness and helps shape more inclusive social paradigms.

How we will achieve this goal:

1. We will engage with and listen to our community members, including those less represented and most vulnerable, in order to understand their needs and represent them as best we can.
2. We will address cultural bias and racial assumptions within our own lives, and within our organization and programming.
3. We will provide programming that will encourage conversations to raise awareness and promote diversity, equity, and inclusion within our community and beyond.
4. We will cultivate relationships with other organizations who share our goal of promoting diversity, equity, and inclusion in our community and beyond.