

<p>CORPORATE ACCOUNTABILITY</p>	
<p>Each corporate group or radio licensee, as appropriate, is accountable to meeting diversity commitments. Each corporate groups or radio licensee will monitor and report on diversity initiatives on an annual basis.</p>	<ol style="list-style-type: none"> 1. What senior executive is responsible, at the corporate level, for establishing diversity goals and measuring progress on those goals? 2. What goals have been identified for station managers to implement at a station level? 3. Please describe the system you have implemented for ensuring that progress on diversity goals is monitored.
<p>PROGRAMMING</p>	
<p>Each station or corporate group will ensure that on-air talent reflects the diversity of the community that the station serves.</p> <p>Each station or corporate groups will ensure that programming reflects the diversity of a station’s audience, and that guests/experts/commentators from diverse backgrounds are chosen to appear on or participate in programming, providing expertise on a wide range of topics.</p> <p>Programming may include spoken word, music, and talk – both station produced and acquired.</p> <p>Reporting in this section will vary, as appropriate, by station format.</p> <p>Note: do not report on News in this section.</p>	<ol style="list-style-type: none"> 1. Please describe the initiatives you have in place to ensure on-air talent reflects the diversity of your audience. 2. Describe how you ensure that your programs reflect and include aboriginal people, people with disabilities, and visible minorities. 3. How do you include people from diverse backgrounds as commentators/guests/experts on shows, and ensure that they are not used solely as commentators/experts on their own race/culture? 4. Describe any new initiatives in place to increase the reflection and portrayal of aboriginal people, people with disabilities, and visible minorities.

<p>NEWS AND INFORMATION PROGRAMMING</p>	
<p>Each station or corporate groups will ensure it reflects and portrays diversity in its news coverage.</p> <p>In this section, information should be provided about mechanisms in place to assess progress on diversity goals.</p>	<ol style="list-style-type: none"> 1. How do you ensure diversity in your news coverage? 2. How do you ensure diversity in the experts and commentators used for news stories? How do you ensure that they do not only comment on issues specific to their cultural backgrounds?
<p>RECRUITMENT, HIRING AND RETENTION</p>	
<p>Each station or corporate group will ensure diversity in the workforce.</p>	<ol style="list-style-type: none"> 1. Describe any initiatives you've developed to ensure diversity in your workforce, such as: outreach to diverse communities to recruit diverse applicants for jobs; mentorship programs; etc. 2. What programs have you implemented to ensure the retention of people from diverse backgrounds? 3. What staff training have you provided on issues relating to diversity (such as formal presentations conducted by experts in this area, and updates to employee representatives regarding the implementation of employment equity)?
<p>INTERNSHIP, MENTORING AND SCHOLARSHIPS</p>	
	<ol style="list-style-type: none"> 1. Describe any initiatives you've developed to ensure diversity in your future workforce, such as: finding interns from diverse cultural groups; mentorship programs; scholarships etc.

<p>COMMUNITY AND INDUSTRY OUTREACH</p>	
<p>Radio stations are intensively local services with strong ties to their communities.</p> <p>Each station or corporate group supports diverse organizations in their respective community, and receives input and feedback from the community with respect to the inclusion and reflection of cultural diversity.</p>	<ol style="list-style-type: none"> 1. Please provide information about any initiatives you may be involved in to promote and support diversity within your community. 2. Describe any formalized community consultations you've conducted to solicit feedback and input from community leaders, organizations, students and members of the public. 3. Describe how you receive feedback from your audience, particularly in relation to diversity, and how you use that feedback. 4. Please provide information about any initiatives you may be involved with to promote diversity in the broadcast industry as a whole.
<p>INTERNAL COMMUNICATION</p>	
<p>Each station or corporate group will ensure that diversity commitments are communicated within each station or corporate group to all staff members.</p>	<ol style="list-style-type: none"> 1. Describe how diversity objectives and information are communicated between your corporate headquarters and individual stations, and to all staff. 2. How is staff involved in planning methods to increase the inclusion and representation of diversity in all areas of station operation, as appropriate?

