

CPB Compliance Requirements

PBS Wisconsin and Wisconsin Public Radio are licensed jointly by the State of Wisconsin Educational Communications Board (ECB) and the University of Wisconsin-Madison. In compliance with the terms of Corporation for Public Broadcasting (CPB) funding, this document details the policies related to meeting Community Service Grant eligibility requirements.

Open Meetings Requirements as set forth in Section 396(k)(4) of the Communications Act.

An agency of the State of Wisconsin, ECB is governed by an appointed board of directors that generally meets four times a year and is subject to state Open Meetings Law. Meeting notices are filed at least 7-days in advance per Wisconsin Statute § 19.84 at <https://publicmeetings.wi.gov>, with the Wisconsin State Journal newspaper, and posted at the public entrances of our headquarters building. Upcoming meeting dates are also posted on the agency website at <https://ecb.org/board/>. Board meetings are held at the Wisconsin Public Broadcasting Center, 3319 W. Beltline Highway in Madison and via video meeting.

Closed Meetings Requirement

ECB makes available to the public the specific reason(s) for closing board and/or committee meetings in agendas and minutes at <https://ecb.org/board-meetings/> within 10 days of the closed meeting.

Community Advisory Board Requirement as set forth in Section 396(k)(8) of the Communications Act.

ECB is an agency of the State of Wisconsin governed by an appointed board described in Wisconsin Statute § 15.57, and therefore exempt from the Community Advisory Board requirement.

Employment Statistical Report

ECB makes its annual Station Activities Survey (SAS) available to the public online at the agency website at <https://ecb.org/resources/> and in paper copy upon request at 3319 West Beltline Highway, Madison, WI 53713 and at 821 University Avenue, Madison, WI 53706.

Donor Information as set forth in Section 396(k)(12) of the Communications Act.

ECB is in compliance with CPB policies regarding donor privacy. See ECB Board Policy 606, revised and readopted July 12, 2013: <https://ecb.org/board/>.

Wisconsin Public Radio (WPR) Member Communications -

“WPR does not sell your personal information to anyone. WPR will only provide your personal information to affiliated third parties, including NPR, that WPR works with for the purpose of providing services you request and fundraising for station support. WPR carefully selects its partners and vendors and requires them to commit to maintaining the confidentiality of personally identifying information.”

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PBS Wisconsin Donor Privacy Policy -

“We do not sell or rent our donor information to any organization or individual. We will not exchange donor information with any political candidate, party, or committee or with a 501(c)(4) advocacy group.”

“We may exchange some of our supporters’ names and postal addresses – nothing else – with carefully selected nonprofit educational, cultural, health and social service organizations in the communities we serve.”

“We will hold strictly confidential all information concerning supporters, including names, addresses, names of beneficiaries, nature and value of estates, amounts of provisions or gifts, etc., unless a supporter grants permission to use selective information for purposes of referral, testimonial, example, recognition, or publicity.”

Senior/Executive Management names, titles and contact information is listed on the agency website:

<https://ecb.org/contact/>.

Governance

ECB is by a 16-member board comprised of elected officials, appointed representatives and *ex officio* designees as outlined by [Wisconsin Statute § 15.57](#). Current board members are listed on the agency website:

<https://ecb.org/board/>.

Financial Reporting Requirements as set forth in Section 396(k)(5) of the Communications Act.

ECB makes its annual Audited Financial Statement available to the public online at the agency website at

<https://ecb.org/resources> and in paper copy upon request at 3319 West Beltline Highway, Madison, WI 53713.

To obtain copies of ECB’s annual financial reports, please contact us at 608-264-9600

Local Content and Services Report

ECB’s local content reports are posted on <https://ecb.org/resources/>.

Harassment and Bias Prevention Training

ECB requires annual training for all staff.

CSG Training

ECB complies with this by taking at least one CPB-sponsored session annually.

Statement on Diversity, Equity, Inclusion and Belonging

Our Commitment

Equity, inclusion, belonging, and diversity are central to our mission and our values at the Educational Communications Board (ECB). We embrace diversity in our engagement with the community and our staff. We believe that inclusivity is central to the vitality and vibrancy of Wisconsin.

ECB is an equal opportunity employer and does not discriminate against individuals (staff, candidates or members of the public) on the basis of any characteristic protected by law. But beyond legal compliance, recruiting and maintaining a diverse workforce and management team is an organizational responsibility and goal. Diverse perspectives contribute to our knowledge and understanding of the culture and diversity of Wisconsin residents. Staff diversity directly affects our ability to deliver content and services that reflect that our population which helps us attract, grow and engage audiences.

We are a stronger organization when our workforce consists of people with different backgrounds, people who bring various styles of thinking and have faced different challenges in life. We recognize that diversity comes in many forms, sometimes apparent and sometimes invisible. At its heart, diversity speaks to the range of perspectives and ideas that come from a variety of individuals and their personal and cultural perspectives. Often this diversity is a result of different cultures, histories, races, ethnicities, genders, sexual orientations, abilities, age, national origins, religions, creeds, and marital status, veteran status.

Our reputation rests on public trust; the public must be confident that the Educational Communications Board operates with the highest standards of honesty and integrity. Thus, we are committed to creating and supporting an inclusive workplace environment where every employee is valued for their unique skills, experiences, and perspectives.

Diversity and Inclusion in Practice

As a state licensee, ECB adheres to the Affirmative Action and Equal Employment Opportunity policies of Wisconsin's Department of Administration. Our agency management sets goals in support of these policies through our Equity and Inclusion (E & I) Plan and our planning committee meets at least six times annually. We also assess the diversity of our staff quarterly as new data is released to our state agency. We are deliberate in all our employment practices to ensure that employment opportunities are widely advertised; that all applicants and employees are welcomed and treated fairly and equally; and that policies and practices are administered in an unbiased and objective manner.

Our E & I Plan is for a three-year period with at least annual formal review of progress by leadership. Each employee is expected to aid in the implementation of our E & I Plan and will be accountable for complying with the objectives of the Plan. ECB maintains a monitoring and reporting system to ensure the overall compliance with the E & I mandates.

Our workforce is comprised of 51.5 full-time employees that range in age from early twenties to 65 and older. Ten percent of our staff identify as people of color compared to 13.4 percent of Wisconsites in the U.S. Census population estimates for 2022. Twenty-eight percent of our staff identify as female. Sixteen percent of our staff reports a disability. Sixteen percent of ECB employees are military veterans. We continually strive to attract and retain a more diverse workforce.

Among the other goals outlined in the E & I Plan, the agency's continued goal is to bring more women and more Black, Indigenous, and people of color into our applicant pools. Many ECB positions require specialized technical skills. Therefore, we seek out affinity groups that intersect the above groups and our career fields (for example Society of Women Engineers). Many of these affinity groups have paid job boards and ECB is investing in getting the word out through these outlets.

We look forward to working with the State of Wisconsin Bureau of Equity and Inclusion to implement our policies and programs in efforts to correct the present effects of past discrimination and to build a motivated and skilled workforce that is reflective of the population we serve.

EEO Requirements as set forth in Section 396(k)(12) of the Communications Act.

ECB certifies that it complies with the hiring and reporting practices required by FCC regulations. Yearly EEO reports are posted in the Public Inspection Files on the ECB website at <https://ecb.org/resources/>.

A state agency, ECB coordinates all staff recruitments with Human Resources at the Wisconsin Department of Administration, in adherence to the [Equal Employment Opportunity policy](#).