

WGCU Community Representation Statement

WGCU as part of Florida Gulf Coast University is committed to establishing and maintaining an inclusive working and learning environment in which students, faculty, administrators, staff, curriculum, social activities, governance, and all other aspects of the campus life reflect a diverse, multi-cultural, and international worldview.

At FGCU, we collectively stand against any individual or group that practices any form of racism, discrimination, intolerance, hate expressions, or disrespect. We are committed to preparing students to understand, live among, appreciate, and work in an inherently diverse country and world made up of people with different ethnic and racial backgrounds, religious beliefs, abilities, ages, gender identities, sexual orientations, socio-economic status, cultural traditions, family statuses, and military backgrounds. FGCU strives to hire great people from a wide variety of backgrounds, not just because it is the right thing to do, but because it makes our University stronger. The University community recognizes the importance of a diverse and inclusive institution and holds these ideals as paramount for the current and future success of the institution.

We seek colleagues who promote and embrace diversity, equity, and inclusion. We encourage individuals from diverse backgrounds to apply for this position as we believe that our University will grow and move forward through a commitment to equality for all.

WGCU Community Representation Goals

1. To report on all communities within our coverage area and ensure marginalized and hard to reach communities are represented
2. To monitor and evaluate that our audience composition reflects our service area as measurement by third-party industry tools that WGCU has access to including Nielsen and or similar services
3. To review annual benchmarks as set in WGCU's five-year strategic plan to reach our diversity targets
4. To ensure our advisory council, our non-fiduciary, non-governing group, reflects the faces and voices of our entire community
5. To ensure that our employment efforts adhere to our EEO guidelines, outreach, and placement of a staff that reflect the community that we serve
6. All employees will attend at least one diversity, equity, and inclusion training per year