



## **OUR COMMITMENT TO DIVERSITY AND INCLUSION**

The Bluegrass Country Foundation, Inc., is a non-profit, charitable entity, dedicated to supporting the wide availability of bluegrass country music through the programming of Bluegrass Country Radio - on air, streaming, and concerts.

The Bluegrass Country Foundation and Bluegrass Country Radio, through its programming, employment, and operations, supports and welcomes everyone interested in bluegrass and Americana music.

The Bluegrass Country Foundation and Bluegrass Country Radio do not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, sexual orientation, gender identity, age or marital status. Our hosts, volunteers and employees follow this policy of inclusion and respect for all people in the programs offered and their communications with our listeners.

The Bluegrass Country Foundation affirms the right of each employee and volunteer to work in an environment free of harassment, discrimination, hostility, or bullying. As an on-air programmer of music content, Bluegrass Country Radio believes that fostering a culture of open communication and inclusion is paramount. Content providers, employees, volunteers, and listeners should feel safe sharing positive and negative experiences.

Our programming staff, from management to volunteers, is committed to diversity and inclusion that reflects the range of those who make, listen to, and enjoy Bluegrass, Roots, Americana, and related music. We work to have this policy reflected in the programs we broadcast on air and make available online to our worldwide community of bluegrass listeners and performers. This includes sharing creative works from a wide range of artists, with values and points of view that represent the diversity of values and cultures found across America and around the world.