

Anti-Discrimination, Diversity, Equity, and Inclusion

Mid-Iowa Community News, Inc. stands firm against discrimination. We do not and shall not discriminate on the basis of race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability status, medical condition, marital status, sexual orientation, or military status, in any of our activities or operations. This includes but is not limited to hiring and firing of staff and other employment-related decisions, including hiring freelance content contributors and selecting volunteers, vendors and partners. We are committed to providing a safe and inclusive environment for all.

To advance anti-discrimination policies, Mid-Iowa Community News adopts these values:

- **Inclusive and representative team:** Board members, staff, and freelance contributors will strive to represent the diversity and complexity of its readers and community.
- **Inclusive systems:** Mid-Iowa Community News will actively engage with community members and volunteers to find important stories and tell them compellingly.
- **Our commitment to transparency:** Mid-Iowa Community News will go above and beyond to ensure transparency. We will disclose all donors who contribute more than \$5,000 in a calendar year, make our corporate and financial documents readily available online, and publish profiles of our staff members and contributors. Furthermore, we will share our editorial policies, including journalistic ethics, the use of confidential sources, and the reasoning behind style conventions and other editorial decisions. This commitment to transparency is a cornerstone of our anti-discrimination efforts.
- **Proactive journalism:** In the spirit of transparency and our commitment to anti-discrimination, Mid-Iowa Community News will openly share its journalistic priorities, inviting community feedback. As an independent and nonpartisan organization, we actively support press freedoms and protections, including the First Amendment, information freedom, and public institutions' transparency. These values, rooted in universal human rights and freedom of speech, serve as a balance to powerful interests, furthering our anti-discrimination efforts.

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