



2016 KAZU DIVERSITY STATEMENT

Background

KAZU 90.3 FM is licensed to the University Corporation at Monterey Bay (Corporation), an auxiliary organization of California State University Monterey Bay (CSUMB). The Corporation is a registered 501(c)(3) nonprofit, and provides KAZU accounting and administrative support services. On behalf of KAZU, the Corporation also processes the station's annual community service grant from the Corporation for Public Broadcasting.

Diversity Vision

The Corporation and KAZU are fully integrated into CSUMB and thus follow CSU's commitment to diversity.

The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. We embrace and encourage our community differences in Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status, and other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation. The CSU prohibits Harassment of any kind, including Sexual Harassment, as well as Sexual Misconduct, Dating and Domestic Violence, and Stalking. Such behavior violates University policy and may also violate state or federal law.

As a public radio station, it's important for KAZU to reflect the diversity of the Monterey Bay Area both in staffing and on-air programming. KAZU aims to provide a workplace that values mutual respect, professional growth, and cultural diversity.

As of December 2015, 57% of our 14 member workforce is female and 29% are from minority groups (15% Hispanic, 7% African American and 7% Asian, 61% White). KAZU is an Equal Opportunity Employer. Our most recent EEO Public File report can be found at kazu.org/eeo.

KAZU's staff seeks to adhere to the highest standards of journalism and quality of technical audio communication. KAZU's primary goal is to engage the intelligence, curiosity and imagination of its listeners, and gain their respect and trust by broadcasting the best in non-commercial radio. KAZU's News Department continuously seeks out diverse sources and topics reflecting the community's diversity.