

KCCU Diversity Statement

September 30, 2016

KCCU is a not-for-profit educational station licensed to [Cameron University](#). KCCU is a department of Cameron University under the Senior Director of Public Affairs, who reports to the President of the University. Cameron University is an accredited university that operates under [The University of Oklahoma Board Of Regents](#). As a department of Cameron University, KCCU cannot set a diversity policy.

[The Regents Policy Manual](#) for The University of Oklahoma addresses Diversity in Section 3.2. The policy manual states that diversity is one of the strengths of our society and a responsibility we all must share.

KCCU (and Cameron University) feel that providing content to a diverse audience is one of our primary missions. KCCU offers news, classical music programming, jazz, Native American programming, news from Europe, science programs and even a program about cooking as part of our regular weekly broadcast schedule.

KCCU's governing board is The University of Oklahoma Board Of Regents. As such, they are appointed by the governor and the state senate. KCCU has no control over the makeup of the governing board.

KCCU strives to reflect the diversity of our communities. Lawton, Oklahoma, where the studios of KCCU are located, was built on former reservation lands of the Comanche, Kiowa and Apache tribes. The headquarters of the Comanche Nation are located in Lawton, Oklahoma. Because of our area's Native American heritage and the large military population, many diverse cultures are represented in southwest Oklahoma and western north Texas.

Three of the five population areas we serve are home to military bases including Ft. Sill, Altus AFB and Sheppard AFB. Ft Sill at any given time is not only home to basic trainees, but also trains army officers from around the globe. Ft Sill is home to the US Army Field Artillery School, Air Defense Artillery School, Basic Officer Leaders Course and the Ft. Sill NCO Academy.

KCCU's staff is very diverse. We have staff members who were born in the 1950's all the way to the 1990's. Our full-time staff is 57-percent female and 29-percent African-American.

Some of our current staff members come from military families. Members of our staff have lived everywhere from Anchorage Alaska, to Japan, to Germany and Panama. We have members of our staff who were in College marching bands. We have members of our staff who grew up right here in southwest Oklahoma. We have staff members with disabilities and we have staff-members who have children with disabilities.

KCCU also has broadcasting students using our facilities who produce audio for the station. This year KCCU has an international student participating in radio production.

KCCU is a proud Media Sponsor of the Lawton International Festival. We participate in the opening ceremony, the Parade of Nations. The Immigration and Naturalization Service's US Citizenship Naturalization Ceremony and we maintain a staffed booth at the festival.

In January 2014, KCCU began offering programming for our Native American audience. We have since added additional Native American programs. We air National Native News weekday afternoons; American Indian Living Saturdays at noon (a show that deals with Native American Health Issues) and the call-in show Native America Calling Sunday evenings. Lawton is the home to a USDHHS Facility, the [Lawton Indian Hospital](#). KCCU also gives frequent station tours to international military officers whenever their training classes are held at Ft Sill.

As our pledge to diversity, KCCU will undertake one of the following initiatives on an annual basis:

- Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education;
- Include qualified diverse candidates in any slate of candidates for elected governing boards that the Grantee controls;
- Implement a diversity training program for members of the organization's governing board of directors on an annual basis;
- Participate in minority or other diversity job fairs; or
- Implement formal diversity training programs for management and appropriate staff.