

## **DIVERSITY STATEMENT AND POLICY**

KDLL is committed to ensuring that its workforce and governing boards reflect the diversity found in the Central Kenai Peninsula. Fundamental to KDLL's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. KDLL strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

KDLL seeks a diverse workforce and governing body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

KDLL believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes, but is not limited to, disability, age, culture, sexual orientation, physicality, education and socio-economic status.

To that end, KDLL has set the following diversity goals:

1. To recruit and retain a diverse workforce that is representative of the Central Kenai Peninsula;
2. To provide equal opportunity in employment;
3. To educate our management and staff at least every two years in best practices for maintaining an inclusive and diverse environment for all persons.
4. To seek candidates for the KDLL Community Advisory Board that represent the diverse composition of the many communities we serve.
5. Seek diverse candidates for our Board of Directors through the Nominating Committee process.

### **DIVERSITY STATEMENT**

It is the policy of KDLL to recruit, hire and promote for all job classifications without regard to age, race, ethnic origin, religion, sex, sexual orientation, gender identification, national origin, veteran status, parenthood, marital status, or physical or mental disability (except due to a bona fide occupational qualification), and such other classifications as are protected by applicable federal, state or local law.