

DIVERSITY STATEMENT

Rules and Regulations

KENW-TV/FM's hiring goal is to employ the most qualified employees that will best fulfill the needs as well exceed above and beyond to better the Broadcast Center. We are governed by a Board of Regents appointed by the Governor of the State. KENW-TV/FM and Eastern New Mexico University (ENMU) are Equal Opportunity Employers and actively seek to increase the diversity of the station. Eastern New Mexico University is a federally designated Hispanic-Serving Institution and member of Hispanic Association of Colleges and Universities.

According to Section 40-3 Recruitment and Hiring in the Eastern New Mexico Manual; The University is committed to taking the proper steps in creating a workforce in which it reflects the diversity of the local population which is free of discrimination based on age, race/color, sex, national origin, religion, disability, or any other categories protected by law. It is the University's position that a diverse workforce enhances the ability to fulfill its mission. KENW-TV/FM fully complies and follows the same guidelines that Eastern New Mexico University uses in the hiring process.

Today

Currently on our TV and Radio staff presently consists of 18 full-time employees, 5 from minority groups and 9 women directors. Fortunately, there is not a lot of turnover in our staff and oftentimes we do not have job openings to fill. In 2017, we had no full time job openings.

We also hire work-study students as part-time employees. For the 2016-17 school year, we were able to hire 34 students, including 21 minorities.

Experience for Students

KENW-TV/FM provides a training center for college students interested in a career in telecommunications. They receive training in various aspects of the mass media, and in turn, provide a valuable addition to the workforce of the Broadcast Center. Some of the most qualified students are employed as work-study in various operational positions.

Other students work to earn credit through Broadcast workshops and to become proficient in the various skills required of a professional in the mass media. **News 3 New Mexico** gives students hands-on experience in producing a nightly television newscast under the supervision of our news director. This experience gives those who are interested in going into broadcast journalism a resume videotape that will help them get employment after graduation.

Culture

The university is also involved with the World American Cultural Exchange and partners with Chinese universities. Some of the Chinese students volunteer with **News 3 New Mexico** and other local productions. Four or five other minority groups are represented in these workshops.

Goals for Diversity

We are currently arranging a date and time on which personnel from the Human Resources Department of ENMU can present a diversity training workshop for our management and staff. Our goal is to educate and inform our management and staff of diversity, any and every rule and regulation that is present and how it is an important factor in the workplace. We continue to practice the guidelines of the University's Affirmative Action Policy in hiring both staff and students, and we fully comply with the Corporation for Public Broadcasting (CPB) directives.