

## DIVERSITY REPORT

KENW-TV/FM's hiring goal is to employ the most qualified employees that will best fulfill our needs. We are governed by a Board of Regents appointed by the Governor of the State. KENW 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 ENMU Policy Manual, Section 40-3 Recruitment and Hiring, the University is committed to taking steps to create a workforce reflecting the diversity of our population and eliminating discrimination based on race, ethnicity, gender, national origin, disability, or other inappropriate and unlawful criteria. It is the University's position that a diverse workforce enhances its ability to fulfill its mission. KENW follows the same guidelines that ENMU uses in the hiring process.

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 don't even 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.

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.

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

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 staff. 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.