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 19 full-time employees, 6 from minority groups and 10 women directors. For fiscal year 2018, we had the following 5 full time openings;

- Accountant, Broadcast Center Open: 06/07/2017 Filled: 08/14/2017
- Administrative Assistant KENW-TV Open: 05/23/2017 Filled: 07/10/2017
- Producer/Director at KENW-TV Open: 08/31/2017 Filled: 11/20/2017
- TV Master Control Operator I-KENW TV Open: 12/12/2017 Filled: 01/15/2018
- Administrative Assistant KENW-TV Open: 05/24/2018 Filled: 07/02/2018

We also hire work-study students as part-time employees. For the 2017-18 school year, we were able to hire 29 students, including 11 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 and student-hire 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

Students also have an opportunity to work hands-on with **Cultura,** a locally produced television series that airs every other week from August to May every year. The program features interviews from a multi-cultural perspective concerning current events that affect and shape our lives. Cultura invites community leaders for feature interviews, giving insight to the current situation. Students broadcast the program and are exposed to the culture while working on set which enhances their education.

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 goals 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.