

KGOU-FM, Norman, Oklahoma  
The University of Oklahoma  
September 30, 2016

### **Diversity Statement**

KGOU is a unit of The University of Oklahoma and the institution places a high value on full diversity in all aspects of its operation. This is a review of the period October 1, 2015 through September 30, 2016, and a preview through September 30, 2017.

KGOU's governing board is The University of Oklahoma Board Of Regents. As such, they are appointed by the governor and the state senate. KGOU has no control over the makeup of the governing board or the administrative chain that supervises KGOU. Thus, KGOU's goal of a diverse workforce applies to station staff.

KGOU goal is to be in compliance with all applicable federal and state laws and regulations and does not discriminate on the basis of race, color, national origin, sexual orientation, genetic information, sex, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. KGOU's diversity goal also includes but is not limited to marital status, diverse opinions, perspectives, and lifestyles. KGOU knows that a diverse workforce will contribute greatly to the staff's ability to create meaningful content for the diverse citizens of Oklahoma.

As of this report, KGOU currently has a full-time staff of 14 full-time staff position. In the prior 12 months, the KGOU had one vacancy for a clerical, non-broadcasting position late in this reporting period and the position had not been filled as of this writing. During this time, KGOU was also actively advertising for a new General Manager to appoint upon the retirement of the current General Manager on October 1, 2016. Thus, the vacancy did not occur during this report period.

Thus, as of September 30, 2016, of the 13 full time staff, 54% are female and 46% are male. 23% of the staff is Native American. The staff also has diversity in age, religion, sexual orientation, diverse opinions, marital status, and other categories.

As if this report, KGOU also currently has 3 part-time employees, two of whom are students. All three are male. In the past year, KGOU hosted student internships in the Spring and Fall 2016 semesters. Five men participated for academic credit. We note this is quite unusual and past records will show a more even rate of female/male participation. KGOU is not responsible for selecting the students who enroll in classes at KGOU.

In the past year, KGOU also participated in job fairs, including the University of Oklahoma Journalism Career and Internship Fair on October 22, 2015 and the Oklahoma Association of Broadcasters Student Career Day on March 31, 2016.

In the past year, KGOU maintained required University policies regarding open position advertising. For positions requiring broadcast and journalism skills and experience, KGOU maintained the open position listing for at least two weeks and often longer. In addition, KGOU advertised openings in a variety of vehicles designed to attract a diverse applicant pool. These sources can be found in an [annual report](#) for the Federal Communications Commission.

For the next year, KGOU will continue a variety of policies, procedures and activities that will attract, recruit, employ, train and keep professional and talented staff that will achieve the goals of diversity and result in positive service to the community. These will include,

- \* University procedures for hiring full-time professional staff positions which require documentation and review of the actions taken to attract and evaluate a qualified and diverse applicant pool.

- \* Student internship and employment opportunities that provide extensive training and employment opportunities for students from The University of Oklahoma through internships, formal class credit, and paid positions.

- \* Hosting or Attending Job Fairs.

- \* Formal Diversity Training: Management and senior staff, when appropriate, will attend periodic training programs. All new employees (and current employees when the policy was adopted) are required to take "Sexual Harassment and Discrimination Awareness Training" within the first 30 days of employment.

More information about the University of Oklahoma's policies regarding diversity can be found at the [OU Institutional Equity Office](#).