

Diversity Policy

Southeast Missouri State University Board of Regents KRCU-FM, KSEF-FM

Statement of Commitment to Diversity

Southeast Missouri State University Board of Regents, licensee for **KRCU-FM, KSEF-FM** (collectively “the Stations”), is committed to fostering a culture of diversity and inclusion to maintain a fair, unbiased work environment, and to enhance our ability to effectively serve the public as a media organization. Diversity at Southeast Missouri State University encompasses our differences, including, but not limited to, race, creed, color, national origin, age, sex, affection or sexual orientation, marital status, religion or disability.

The Stations are licensed to the Southeast Missouri State University, a state institution of higher education in the State of Missouri (the “State”) governed by the Board of Regents.

CPB established a new Diversity Eligibility policy for all radio Community Service Grant (“CSG”) recipients, including Southeast Missouri State University. The new policy is effective on September 30, 2014. The Diversity Eligibility policy requires, as a condition of the CSG, that each TV CSG recipient must have established a formal goal of diversity in their workforce, management and boards and have implemented certain initiatives to achieve that goal. Beginning September 30, 2014, radio CSG recipients, like Southeast Missouri State University, must certify annually their compliance with the Diversity Eligibility policy in order to receive CSG funds.

Southeast Missouri State University Diversity Goals

- To recruit and retain a diverse workforce that is representative of our service areas.
- To provide equal opportunity in employment.
- To educate our management, staff and advisory boards (if any) in best practices for maintaining an inclusive and diverse environment for all persons.

Diversity Policy Practices and Initiatives

1. The Southeast Missouri State University Board of Regents will review with the Station’s governing board or licensee official those practices that are designed to fulfill our commitment to diversity and to meet the applicable FCC guidelines.
2. The Southeast Missouri State University Board of Regents will complete an annual brief statement (about 500 words) that reflects on the following points

- a. The elements of diversity (e.g., gender, race, culture, religion, language, generation) that the Grantee finds important to its public media work
- b. The extent to which its staff and governance reflect such diversity
- c. The progress the recipient has made to increase its diversity in the last two to three years and its diversity plans in the coming year.

Such statement shall be posted on the Stations' website.

In addition, the Southeast Missouri State University Board of Regents will undertake one (1) of the following five (5) initiatives on an annual basis:

1. Include individuals representing diverse groups in internships or work study programs (if any) designed to provide meaningful professional level experience in order to reflect the diversity of the communities served by Southeast Missouri State University and to further public broadcasting's commitment to education; or
2. Include qualified diverse candidate in any slate of candidates for elected (but not appointed) governing boards that Southeast Missouri State University Board of Regents controls; or
3. Implement a diversity training program for members of the Southeast Missouri State University Board of Regents governing board on an annual basis; or
4. Participate in minority or other diversity job fairs, as opportunities arise.
5. Implement formal diversity training programs for management and appropriate staff.

Southeast Missouri State University Board of Regents notes that CPB also has encouraged CSG grant recipients to interview at least one qualified diversity candidate for each senior leadership position hire.