



KRWG Public Media

MSC TV22  
New Mexico State University  
P. O. Box 30001  
Las Cruces, NM 88003-8001  
575-646-2222  
krwg.org



## 2018 KRWG TV/FM Diversity Statement

**KRWG TV/FM diversity statement – KRWG TV/FM strives to reflect the diversity of our community in our hiring, programming, community outreach, and in all of the services we provide.**

NMSU takes pride in the history and diversity of the state of New Mexico. NMSU seizes opportunities to engage the community broadly, and views differences in race, ethnicity, national origin, tribal nationhood, language, color, identities, and expressions of gender and sexuality, age, veteran status, disability, socioeconomic status, political, spiritual, and philosophical faith or affiliation as opportunities to enrich the academic experience. NMSU integrates international, intercultural, and global dimensions into the curricula and educational environment, and heavily

promotes and values local, regional, and global scholarship in teaching, research, and service.

The term “diversity” encompasses differences of background and experience among individuals and groups. Such differences include, but are not limited to, differences of race, ethnicity, national origin, tribal nationhood, language, color, identities and expressions of gender and sexuality, age, veteran status, and disabilities.

Differences of socioeconomic status, political, spiritual, and philosophical faith or affiliation should also be recognized and respected.

### **NMSU POLICY STATEMENT ON DISCRIMINATION AND AFFIRMATIVE ACTION**

New Mexico State University (NMSU) is dedicated to providing equal opportunities in areas of employment and academics without regard to age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, sexual orientation, spousal affiliation or protected veteran status as outlined in federal and state anti-discrimination statutes. As a federal contractor, NMSU’s affirmative action program also supports this effort.

**Discrimination Policy:** NMSU is committed to providing a place of work and learning free of discrimination and harassment on the basis of a person's age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, protected veteran status, sexual orientation, or spousal affiliation. Where a violation of policy, rules or procedures is found to have occurred, NMSU will act to stop the conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *Administrative Rules and Procedures* and/or the *NMSU Student Social Code of Conduct*.

**Title IX Notice:** NMSU does not discriminate on the basis of sex in education programs and activities; Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

**Sex Discrimination/Sexual Harassment Policy:** NMSU is committed to providing a place of work and learning free of sexual misconduct which includes sexual harassment and sexual violence. Engaging in sexual behavior that is inappropriate, unwanted and unsolicited is a violation of NMSU policy. Where sexual harassment is found to have occurred, NMSU will act to address the reported conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *Administrative Rules and Procedures* and/or the *NMSU Student Social Code of Conduct*.

**Retaliation:** Retaliation against an individual who in good faith complains of alleged discrimination or sexual harassment or provides information in an investigation about behavior that may violate NMSU policy, rules or procedures is prohibited and may be grounds for discipline. Retaliation in violation of NMSU policy, rules or procedures may result in discipline up to and including termination and/or expulsion. Any employee or student bringing a discrimination or sexual harassment complaint in good faith or assisting in the investigation of such a complaint will not be adversely affected in terms and conditions of employment and/or academic standing, nor discriminated against, terminated, or expelled because of the complaint.

**Complaints and Investigation:** Employees and students may file an internal discrimination complaint with OIE within fifteen (15) working days from the date of the incident(s). Individuals may use the NMSU Internal Discrimination Complaint Form to submit their complaint. The use of the form facilitates the gathering of information that is necessary to assess the complaint. The OIE Executive Director (or designee) may extend the filing date of a complaint beyond the fifteen (15) working days if there are extenuating circumstances.

**Applicability and Sanctions:** All students and employees are subject to NMSU policy and administrative rules and procedures. Any student or employee who violates policy, rules or procedures is subject to discipline up to and including termination and/or expulsion in accordance with the *Administrative Rules and Procedures of NMSU* or in the case of students, the *NMSU Student Social Code of Conduct*. Complaints may also be filed against visitors, consultants, independent contractors and outside vendors whose conduct violates these policies, with the possible sanctions of limiting access to campus facilities and other measures to protect the campus community.

**Internal NMSU Units:** Internal units such as the Dean of Students Office, Housing and Campus Life, Athletics and community colleges will promptly contact and consult with OIE when knowledge is obtained relating to potential discrimination or sexual harassment. If anyone in a supervisory, managerial, administrative or executive role or position, such as a supervisor, department chair, or director of a unit, receives a complaint

of alleged discrimination or sexual harassment, or observes or becomes aware of conduct that may constitute discrimination or sexual harassment, that person must immediately contact OIE. The office of Institutional Equity (OIE) is designated as the office that receives and processes internal discrimination complaints within the NMSU system.

**Confidentiality:** NMSU recognizes that confidentiality is important. However, confidentiality cannot be guaranteed. The administrators, faculty or staff responsible for implementing these policies will respect the privacy of individuals reporting or accused of discrimination or sexual harassment to the extent reasonably possible and will maintain confidentiality to the extent possible.

**For questions or clarifications to this policy contact:** Executive Director, Office of Institutional Equity, O'Loughlin House, 575.646.3635 or via e-mail at [equity@nmsu.edu](mailto:equity@nmsu.edu). The full text of Administrative Rules and Procedures Chapter 3.25 Discrimination, Harassment and Sexual Misconduct on Campus and complaint form can be found at: <https://arp.nmsu.edu/3-25/>.

### **KRWG Internships & Work-study**

As a result of our various outreach efforts during FY18, KRWG accumulated over 8900 student contact hours. New Mexico State University being designated a Hispanic-Serving Institution by the Hispanic Association of Colleges & Universities illustrates that our efforts are solid proof of our commitment to further education in our community among a diverse population.

Some examples of outreach would include:

- Partnering with the Journalism Department to produce New22 which airs 3 days a week during the school year. New22 is a student run newscast and the only one to originate from Las Cruces. The students that participate on crews will work in varied positions that will include: camera operator, floor director, audio operator, technical director, producer, director, graphics operation, and playback.
- Partnering with the Journalism Department & the Creative Media Institute to provide classroom and lab facilities to ensure students have access to “real-world” resources and experiences that will translate into post-graduation employment.
- Partnering with the Special Productions Unit to mentor students in technical roles during live athletic broadcasts. This also ensures students have access to “real-world” resources and experiences that will translate into post-graduation employment.

# NMSU NOTICE OF NON-DISCRIMINATION AND EQUAL OPPORTUNITY

New Mexico State University (NMSU) is dedicated to providing equal opportunities in our employment and learning environments. NMSU does not discriminate on the basis of age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, retaliation, serious medical condition, sex (including pregnancy), sexual orientation, spousal affiliation or protected veteran status in its programs and activities as required by equal opportunity/affirmative action regulations and laws and university policy and rules.

NMSU's Office of Institutional Equity is responsible for compliance with state and federal equal employment opportunity laws and affirmative action regulations. This incorporates implementation of the University's Affirmative Action plan including equal opportunity practices, monitoring, and reporting. If you believe you have been treated in a manner inconsistent with equal opportunity, contact the Office of Institutional Equity.

NMSU has designated Lauri Millot as the Title IX Coordinator and she is responsible for ensuring compliance with Title IX and other state and federal laws addressing sexual and gender-based harassment, including sexual assault, sexual exploitation, sexual intimidation, intimate partner abuse, stalking, and other forms of sexual violence based on sex, gender, sexual orientation, or gender identity.

NMSU recognizes that individuals with disabilities are entitled to access, support and, when appropriate, reasonable accommodation. Ms. Millot is also assigned to coordinate compliance with Section 504 and other state and federal laws that prohibit discrimination on the basis of disability in admission, treatment and/or access to its programs and activities.

Inquiries regarding equal opportunity, affirmative action, Title IX, and/or Section 504 should be directed to:

Lauri Millot  
Executive Director, Title IX and Section 504 Coordinator  
Office of Institutional Equity  
O'Loughlin House  
Las Cruces, NM 88003  
Office: (575) 646-3635  
TTY: (575) 646-7802  
[equity.nmsu.edu](mailto:equity.nmsu.edu)  
[equity@nmsu.edu](mailto:equity@nmsu.edu)

In addition, Agustin Diaz, Jr. has been designated as Deputy Title IX Coordinator and Angela Velasco has been designated Deputy Section 504 Coordinator. Mr. Diaz and Ms. Velasco can be contacted at the O'Loughlin House or by telephone (575) 646-3635.

Complaints of discrimination, harassment, sexual violence, and retaliation may be directed to the Office of Institutional Equity at [equity@nmsu.edu](mailto:equity@nmsu.edu). Complaints may also be filed with the United States Department of Education Office for Civil Rights, Equal Employment Opportunity Commission, and/or New Mexico Human Rights.

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New Mexico State University  
[nmsu.edu](http://nmsu.edu)



# FY18 Hiring Information

Requisition #	Position #	Position Start Date	Job Title	Advertised Sources	Gender	Hispanic / Latino	American Indian/Alaskan Native	Asian Or Pacific Islander	Black Non Hispanic	Hispanic	White	Other	Unknown /No Response	American Indian Or Alaskan Native:	Asian:	Black Or African American:	Native Hawaiaa n Or Other Pacific Islander:	White:	No Response	Two Or More Races	Not Disclosed	Total					
1700254S	199655	11/27/2017	Multimedia Reporter	NMSU Website Corporation for Public Broadcasting, <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a> Current.org NM Broadcasters Website MyPBS Job Board TVJobs.com SPJ.org RTDNA.org NPAA.org Indeed.com LinkedIn <a href="https://www.joinhandshake.com/">https://www.joinhandshake.com/</a>	Female	6	0	0	0	0	1	0	0	0	1	1	0	5	1	0	1	16					
					Male	8	0	0	0	0	0	0	0	0	0	0	0	1	0	9	2	0	0	20			
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6		
					Total	14	0	0	0	0	1	0	0	0	1	0	0	1	2	0	14	3	0	7	42		
1700644S	718294	4/9/2018	Underwriting Marketing Spec	NMSU Website NM Broadcasters website PBS Website CPB Website PRADO Business College listserv Careerpage.org Las Cruces Chamber of Commerce distribution	Female	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2				
					Male	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	2			
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3		
					Total	1	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	1	0	0	3	7	
1800711S	718088	5/1/2018	General Mgr, Univ Broadcasting	NMSU Website indeed.com TVjobs.com Prado Listserv Corporation for Public Broadcasting New Mexico Broadcasters Job board	Female	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2				
					Male	3	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	7			
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4			
					Total	4	0	0	0	0	0	0	0	0	0	0	0	1	0	4	0	0	4	13			
1800691S	197925	5/1/2018	Admin Asst, General	NMSU Website New Mexico Broadcasters Website LCNM Chamber of Commerce website LCNM Green Chamber of Commerce website KRWG Facebook and Twitter posts NM Department of Labor Indeed CareerPage.org	Female	23	0	0	0	0	1	0	1	0	0	1	0	12	1	2	0	0	41				
					Male	6	0	0	0	0	0	0	0	0	0	0	1	0	5	0	0	0	12				
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	24	25			
					Total	29	0	0	0	0	1	0	1	0	0	0	2	0	17	2	2	0	24	78			
1800809S	T98498	6/25/2018	Multimedia Reporter KRWG	NMSU Website	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1				
					Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
					Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1		