

**DIVERSITY STATEMENT  
2013  
COMMUNITY RADIO PROJECT, INC.**

The following statement is in response to the request by the Corporation for Public Broadcasting for a brief statement (500 words or less) of the diversity goals of the Community Radio Project, Inc., a CSG recipient. Specifically, CRP is asked to reflect on the following points:

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

***Elements of diversity important to public media work***

The service area for Community Radio Project reaches six counties, three Indian reservations (Ute Mountain Ute Tribe, Southern Ute Indian Tribe, and Navajo Nation) in four states (Colorado, New Mexico, Utah and Arizona). This rural area encompasses an area that has a rich history of occupation by Native Americans, settlers, miners, ranchers and farmers of European and Mexican descent. Four languages are commonly spoken by current inhabitants: English, Ute, and Navajo, Spanish. In addition, hundreds of thousands of tourists visit the area every year to enjoy the cultural heritage and geographic beauty of the area.

All diversity is important to the Community Radio Project, but those elements that receive the most attention are culture, geographic location, gender and generation. In order to not offend any particular group, the Community Radio Project avoids taking a position on partisan political perspectives, religious indoctrination and anti-social organizations.

***Extent to which the staff and governance reflects such diversity***

The table below details the diversity of people in the Community Radio Project Service area and compares that with the diversity of the Board of Directors (BOD, Community Advisory Board (CAB) and Staff of the organization.

<b>Category</b>	<b>Service Area</b>	<b>BOD</b>	<b>CAB</b>	<b>Staff</b>
<b>Gender</b>				
Male	49%	57%	50%	60%
Female	51%	42%	50%	40%
<b>Race/Ethnicity</b>				
White/Anglo	48.7%	86%	70%	100%
Hispanic	7.9%		22%	
Native American	45%		8%	
African American	.3%	14%		
Asian	.4%			
Other	3.2%			
	<b>Service Area</b>	<b>BOD</b>	<b>CAB</b>	<b>Staff</b>
<b>Geographic</b>				

<b>Location</b>				
Arizona	2%			
Colorado	52%	100%	100%	100%
New Mexico	24%			
Utah	22%			
<b>Generation</b>				
0-14	24.6%			
15-24	15.3%			
25-34	12%			
35-44	11.7%	43%	20%	50%
45-54	13.8%	43%	80%	25%
55-64	11.3%	14%		
65+	11.2%			25%

***Progress***

The Community Radio Project Board of Directors has focused on promoting diversity since its inception and has varied success in acquiring a diverse membership on its boards and committees and its staff.

In 2012, the Community Radio Project expanded its service area to encompass four states, and two native American reservations—up from a service area of just one state (Colorado). Up until that time, the makeup of the BOD, CAB and Staff was aligned more with the population the station served.

Since that time, the following progress has been made:

**Board of Directors**

- Intentional recruitment of diversity candidates to the board of directors
- Addition of diversity person who identifies as a minority to the Board of Directors

**Community Advisory Board**

- Addition of diversity person who identifies as a minority to the Board of Directors

**Plans for Progress**

Community Radio Project will work to diversify its Board of Directors, Community Advisory Board and Staff as follows:

**Board**

- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year (October)
- Establish diversity goals and tactics for diversifying the organization at the first meeting of the fiscal year.

## CAB

- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year (October)
- Establish diversity goals and tactics for diversifying the CAB at the first meeting of the fiscal year.

## Staff

- Evaluate diversity of the board of directors, CAB and Staff at the first staff meeting of the fiscal year (October).
- Hire assistant programming director staff at satellite studios to support geographic diversity
- If classified and funded as a CPB Minority Audience Service Station, develop news staff with qualified diversity candidates.
- For new employment at station, ensure advertisement of positions so as to reach qualified candidates throughout the service area.