

Community Radio Project, Inc.
Diversity Statement
January, 2018*

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 as of December 2017.

Category	Service Area	BOD 2014	BOD 2015	BOD 2016	BOD 2017	CAB 2014	CAB 2015	CAB 2016	CAB 2017	Staff 2014	Staff 2015	Staff 2016	Staff 2017
Gender													
Male	49	58	50	75	50	33.3	33.3	50	50	50	60 55.5 SF	66	66
Female	51	42	50	25	50	66.3	66.7	50	50	50	40 44.5 SF	33	33
Race/Ethnicity													
White/Anglo	47	86	87.5	87.5	100	33.3	33.3	25	25	100	80 89.9 SF	89	89
Hispanic	7.9					49.5	66.7	25	25		20 11.1 SF	11	11
Native American	44		12.5	12.5		16.5		50	50				
African American	.3	14											
Asian	.4												
Other	3.2												
Geographic Location													
Arizona	2												
Colorado	52	86	87.5	87.5	100	100	100			100	100 100 SF	100	100
New Mexico	24												
Utah	22	14	12.5	12.5									
Generation													
0-14	24.6												
15-24	15.3		12.5									11	
25-34	12		12.5		50					19	11.1 SF		11
35-44	11.7	43	12.5			33				51	80 66.6 SF	22	33
45-54	13.8	43	25		16.6	33	67	50	50	19	20 11.1 SF	33	33
55-64	11.3	14	25		16.6	33	33	50	50	11	22.2 SF	33	22
65+	11.2		12.5		16.6								

Progress

In 2017, the following progress was made:

Board of Directors

- Addition of Generational diversity person to the Board of Directors. Specifically, the board added three members under the age of 35.

Community Advisory Board

- Established diversity goals and tactics for diversifying the organization at the first meeting of the fiscal year.

Staff

Accomplished

- Added one staff with Generational diversity--Under 35.
- For new employment at station, ensure advertisement of positions so as to reach qualified candidates throughout the service area: included Current newspaper and idealist.com in job postings.
- Built two-person local news department that covers geographic, gender, culture and generational issues: Launched local news department providing daily local news headlines.
- Advertised full time position in *Navajo Times* and local paper of record: *The Journal*.

In Progress

- Develop monthly public affairs program produced by people of Native and/or Latino heritage. KSJD aired public radio: interviewed local Native American leaders regularly on KSJD and worked with Ute Mountain Ute Tribe to build a radio studio.

2018 Plans for Progress

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

Board 2018

- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year.
- Posted Chief Executive Position in diverse publications: Tribal College Journal, Native American Journalist Associations, Latino Public Radio Consortium and Navajo Times.

CAB 2018

- 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: 2018

- Hire reporter with Cultural Diversity to cover issues of tribal import.
- Present Film Festival featuring Native Film Makers
- Attend Ute Mountain Ute Tribal Job Fair in 2018.
- For new employment at station, ensure advertisement of positions so as to reach qualified candidates throughout the service area. Include Navajo Times, CURRENT, Tribal College Journal and Latino Public Radio Consortium in job postings.
- Develop monthly public affairs program produced by people of Native and/or Latino heritage.
- Organize Inclusiveness training for Board and Staff.

Reference

CPB Compliance Guidelines

Section 9. Diversity Statement

The Communications Act requires CPB to support diverse non-commercial educational content for unserved and underserved audiences. CPB's goal, therefore, is to support stations in providing a wide variety of educational, informational, and cultural content that addresses the following elements of diversity: gender, age, race, ethnicity, culture, religion, national origin, and economic status.

It is appropriate that Grantees engage in practices designed to reflect such diversity of the populations they serve. In support of these objectives, Grantees must comply with the following:

A. Annual Review: Annually review and make any necessary revisions to station's established diversity goal for its workforce, management, and boards, including community advisory boards and governing boards having governance responsibilities specific to or limited to broadcast stations.

B. Diversity Statement: Undertake the following to achieve Grantee's diversity goal:

1. Annually review with the station's governing board or Licensee Official:
 - a. the diversity goal and any revisions thereto; and
 - b. practices designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (47 C.F.R. § 73.2080).
2. Maintain on its website a diversity statement (approximately 500 words) that reflects on the following points, reviewing and updating the same annually with station management:
 - a. the elements of diversity that Grantee finds important to its public media work;
 - b. the extent to which Grantee's staff and governance reflect such diversity;
 - c. the progress Grantee has made to increase its diversity in the last two to three years; and
 - d. Grantee's diversity plans for the coming year.

C. Annual Initiative: Undertake one of the following initiatives on an annual basis:

1. Include individuals representing the diverse groups served by Grantee for internships or work-study programs, which must be designed to provide meaningful professional-level experience and further public broadcasting's 11 CPB Board of Directors' resolution dated September 22, 2010, for television stations and April 22, 2013, for radio stations. Page 19 of 34 commitment to education;
2. Include qualified diverse candidates in any slate of individuals considered for positions on elected governing boards that Grantee controls;
3. Provide diversity training for members of Licensee's governing body or board of directors;
4. Participate in minority or other diversity job fairs; or
5. Provide diversity training for management and appropriate staff.

D. Recruiting: Grantees are strongly encouraged to interview at least one qualified diversity candidate for each senior leadership position hire. The term “senior leadership position” includes: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Content Officer, General Manager, and other equivalent positions.