

KUER FISCAL YEAR 2016 DIVERSITY GOALS AND FISCAL YEAR 2015 DIVERSITY ACCOMPLISHMENTS

KUER complies with the University of Utah's diversity policy, which is committed to providing equal employment opportunities for all persons and adhering to the University of Utah status as an "Equal Opportunity Employer." KUER is fully committed to the principle of nondiscrimination in all employment-related practices and decisions, including, but not limited to, recruitment, hiring, supervision, promotion, compensation, benefits, termination, and all other practices and decisions affecting University employment status, rights, and privileges. Executive, administrative, and supervisory officers exercising employee management responsibilities are required to take vigorous and appropriate action to assure that all employment-related practices and decisions are made without discrimination, harassment, or prejudicial treatment because of race, ethnicity, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, disability or protected veteran's status.

KUER's 2016 annual diversity goals are:

- To recruit and retain a diverse workforce that is representative of our service area.
- To provide equal opportunity in employment.
- To educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons.
- To seek candidates for KUER's Community Advisory Board that represent the geographically and demographically diverse composition of the many communities we serve.
- Seek diverse candidates for our Community Advisory Board through the Nominating Committee process.
- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting diverse candidates for KUER's internship opportunities and/or by participating in minority or other diversity job fairs.

Fiscal Year 2015 Accomplishments:

During the year a committee started the process of revising the Bylaws of the KUER Community Advisory Board. During the first part of 2016 the Bylaws were approved by the Board. The goal of these revisions is to create a more structured, organized and effective Board. The new term limit will be three years of service, with up to two consecutive terms. The Board will be organized into three standing committees; Executive, Nominating and Development. The nominating committee is well connected in the community and will reach out to recruit a diverse pool of candidates.

The Community Advisory Board has consisted of 14 men and 3 women, with a minority percentage of 12%, for the past three years.

The KUER news team routinely broadcasts stories featuring minority communities. In 2015 that

included an investigative piece on Native Americans struggle in Southern Utah to break the cycle of poverty, an investigative piece on Homelessness in Utah, and a piece on the fight for marriage equality in Utah. The station’s live, call-in, daily radio program, RadioWest, regularly features conversations on diversity, this past year including a show that chronicled the history of Latinos in Utah. The two-year old platform for video production, VideoWest, features the work of a diverse group of filmmakers and subjects. A new program, “Street Portraits,” features short personality profiles on people from all walks of life throughout the Salt Lake Valley. VideoWest held its first annual “Film Festival” which highlighted the creations of 15 different filmmakers.

The percentage of KUER minority staff members for the fiscal years 2013, 2014 and 2015 is 3%, 6% and 7% respectively.

FY 2015 KUER Employees

	FT Employees	PT Employees	Interns
Male	12	7	3
Female	12	4	1
Minority	1	2	0
Disability	0	1	0

KUER administrative personnel attended four job fairs to recruit for positions, educate job fair participants regarding the broadcast industry, and discuss application processes. The job fairs were advertised statewide in order to reach all diverse populations. Many KUER administrators participated in community and educational events, classes, etc., often giving presentations regarding station activities, the broadcast industry in general, and information regarding career opportunities in television and at KUER. Station Personnel also advised students and individuals seeking information regarding a career path in the broadcast industry and at KUER.