

KUER FISCAL YEAR 2014 DIVERSITY AND EMPLOYMENT REPORT

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 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 KUED'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 KUED internship opportunities and/or by participating in minority or other diversity job fairs.

Fiscal Year 2014 Accomplishments:

During the year the Community Advisory Board adopted KUER's first formal Diversity Policy. The General Manager noticed the need for greater diversity of the advisory board, and as such recruited a Latino Woman to join the CAB in May 2014.

A new platform for video production has been created with the VideoWest program, through which many diverse filmmakers and subjects have been featured on the KUER website, including the award winning "Transmormon" about a transgender woman who lives in Utah County.

The percentage of KUER minority staff members for the fiscal years 2012, 2013 and 2014 is 6%, 3% and 6% respectively.

KUER administrative personnel attended three 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.