

## **2022 Diversity Statement**

In all of its activities and operations, KGNU is committed to diversity on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), culture, physical or mental disability, marital status, sexual orientation, and economic status. These activities and operations include, but are not limited to, hiring and terminating staff, recruiting and retaining volunteers, sourcing vendors, providing services and programming, training leaders, and welcoming and sustaining members.

As of January 2022, our staff of 13 includes eight who identify as female, a Mestiza, a South Asian, an African-American, a Persian-American, and a Latinx team member. Our current board of nine includes five women, one Latinx, one African-American, and one Queer cis-male. Our 300+ active volunteers also come from a broad range of backgrounds.

KGNU continues to focus attention on strengthening diversity, equity, inclusiveness, and justice (DEIJ), including increasing the number of women and people of color on our staff and in leadership positions. We will achieve this by providing ongoing training opportunities focused on DEIJ, social justice, and participatory processes for board members, staff, and committees in the coming year, as part of our strategic plan to fulfill our mission.

KGNU will also establish a paid internship program to support increased equity and access to media skills-building opportunities at our station to student-aged people of diverse backgrounds. In 2022, KGNU will also finalize the implementation of its Equipment Access Program, to improve access to affordable production and training equipment to community members of diverse backgrounds and high school-aged students who may not otherwise have access to equipment to practice and train in applicable media skills acquisition.

Adopted February 14, 2022 by KGNU Board of Directors