

## **Diversity Statement (reviewed and approved September 2022 – Next Review October 2023)**

KSVR is committed to fostering a culture of diversity, equity, and inclusion (DEI) to maintain a fair, unbiased work environment and to enhance our ability to effectively serve the public as a trusted media organization. As a licensee and departmental unit of Skagit Valley College (SVC), KSVR adheres to all policies as outlined by the SVC Board of Trustees, including the Board's commitment to DEI.

KSVR is committed to promoting respect among employees, students, visitors, volunteers and all members of the community. We believe our mission is best fulfilled when we embrace and promote understanding of the diversity in our community as both a value, and a practice.

KSVR's Governing body, management, and staff reflect the diversity of our community and is committed to continuing to reflect this commitment.

For KSVR at SVC, DEI is defined as:

- **DIVERSITY** represents our varied collective and individual identities and differences. We recognize that diversity is a central component of inclusive excellence in research, teaching, service, and outreach and engagement. We are committed to engage, understand, promote, and foster a variety of perspectives. We affirm our similarities and value our differences. We uphold that to truly be excellent, a university must support diversity.
- **EQUITY** goes beyond fair treatment, opportunity, and access to information and resources for all, although these are crucial to the success of the college. Rather, equity can only be achieved in an environment built on respect and dignity in an environment that acknowledges historic and contemporary injustices. We are committed to intentionally and actively redressing barriers, challenging discrimination and bias, and institutionalizing access and resources that address historical and contemporary social inequalities.
- **INCLUSION** actively invites all to contribute and participate. In the face of exclusive differential power, we strive to create balance. Every person's voice is valuable, and no one person is expected to represent an entire community. We are committed to an open environment and campus where students, alumni, staff, faculty, and community voices are equally respected and contribute to the overall institutional mission.

With the benefit of being located on the campus of the largest region's community college where free and open exchange of viewpoints is valued and encouraged, KSVR staff, leadership, and governance are committed to acting toward achieving our DEI goals. The College has invested in an Associate Vice President for Equity and Inclusion position to help guide the College and KSVR's efforts.

### **KSVR Public Media Diversity Goals**

- To recruit and retain a diverse workforce that is representative of our community.
- To provide equal opportunity in employment.
- To educate our management and staff annually in best practices for maintaining an inclusive, equitable and diverse environment for all persons.

- To assist in developing a more diverse future workforce with professional skills in the broadcasting/media industry by recruiting candidates for KSVR internship opportunities through participation in minority or other diversity-based job fairs.

### **Progress Towards Diversity Goals**

In the last two years, DEI efforts have resulted in a 10% increase in programming that highlights DEI issues in our community. The inclusion of health shows, regular interviews with underrepresented communities to educate our community or their own constituents on their pressing issues.

### **Diversity plan for 2022-2023**

KSVR's diversity goal for 2022-2023 will aim to maintain and increase programming that serves all the members of our community and in particular, underrepresented groups. A major effort will be to start Native American programming and bring to the staff Native American individuals that will directly guide that programming.

### **EEO Requirements**

All personnel hiring is handled with the Human Resources division of SVC, which exercises its own EEO policy. Further, KSVR will comply with the hiring and reporting practices as required by FCC regulations.