

KUEN DIVERSITY HIRING GOALS AND GUIDELINES

KUEN Diversity Statement

KUEN has adopted a [diversity policy](#) that describes our station's commitment to providing equal employment opportunities for all persons. The station's governing board reviews the policy each year. Most recently, the UETN Board reviewed and reaffirmed the policy on **December 7, 2022**.

Diversity Goals

KUEN's diversity goals and progress are described in our [Diversity Policy](#) under "Workforce," which includes information on the composition of our board and advisory committees. To support these goals, KUEN tracks and reviews recruitment efforts and hosts trainings for station personnel and Board members. In addition, the Board has established a working group to further operationalize our diversity, equity and inclusion initiatives.

Recent trainings and other activities include the following:

- **Annual Training** – KUEN's Board members and employees completed annual Harassment and Bias Training offered by the University of Utah Department of Human Resources with topics including:
 - What constitutes acceptable and unacceptable workplace behavior.
 - How to recognize harassment when it occurs.
 - How to report and respond to violations.
- **December 8, 2022** – A senior staff member completed a fellowship with the Riley Institute at Furman's Public Media Diversity Leaders Initiative, becoming the fourth person at the station to do so.
- **December 7, 2022** – Board members completed a diversity training led by the Director of the Utah Division of Multicultural Affairs.
- **September 9, 2022** – A manager completed the University of Utah's training on Effective and Inclusive Communication.

Current Governance

As part of the Utah Education and Telehealth Network (UETN), KUEN is governed by the UETN Board with separate Advisory Councils for the educational division (UEN) and telehealth division (UTN). According to Utah Code (53B-17-104) our governing board includes qualified

individuals as follows:

- Five members representing the state system of higher education are appointed by the Commissioner of Higher Education.
- Four members representing the state system of public education are appointed by the Utah State Board of Education.
- One member representing the state library is appointed by the state librarian.
- Two members representing hospitals (one rural, one urban) are appointed by the Utah Hospital Association.
- One member representing the Office of the Governor is appointed by the governor.
- The Chief Executive Officer serves as an Ex Officio member of the Board.