

KUEN DIVERSITY HIRING GOALS AND GUIDELINES

This document outlines KUEN's Diversity Statement, Diversity Goals, Current Workforce, Current Governance, and Progress Toward Diversity Goals. It is designed to be a living document that is reviewed by station management at least once a year and is updated periodically. It was most recently reviewed and updated on **March 5, 2020**.

KUEN Diversity Statement

KUEN has adopted a diversity policy that describes our station's commitment to providing equal employment opportunities for all persons. The policy may be viewed on UEN's website at www.uen.org/ueninfo/guidelines/diversity. It is aligned with the University of Utah's diversity policy and adheres to requirements for the University of Utah's status as an Equal Opportunity Employer. The station's governing board reviews the policy each year. Most recently, the UETN Board reviewed and reaffirmed the policy on **December 4, 2019**.

Diversity Goals

KUEN has established the following Diversity Goals, which station management reviews annually:

- To recruit and train a diverse workforce that is representative of our service areas.
- To provide equal opportunity in employment.
- To provide education, programming, and services that support diversity in our community and service areas.
- To educate our management, staff, governing board and advisory councils in best practices for maintaining an inclusive and diverse environment.

To support these goals, KUEN tracks and reviews recruitment efforts and hosts trainings for station personnel and Board members. Recent trainings include the following:

- **April 24, 2018** – A representative from the University of Utah Equal Opportunity Office conducted an OEO presentation for Staff and Managers on ADA, Illegal Discrimination, and Sexual Harassment. The presentation included information related to discrimination, sexual harassment, professionalism in the workplace, and the Americans with Disabilities Act (ADA). It also included information on reporting obligations and Title IX.
- **June 15, 2018** – Members of the UETN Governing Board, UETN Leadership Team, and UETN Managers participated in Diversity and Inclusion training with a representative from the Salt Lake County Mayor's Office of Diversity and Inclusion.
- **June 30, 2018** – All KUEN employees (full and part-time) were required to complete the Corporation for Public Broadcasting online Workplace Harassment Prevention Training to encourage a positive workplace environment free of harassment.
- **August 30, 2018** – The University of Utah Training Manager led a Diversity Training for station personnel on the impact of diversity and the importance of inclusion in their work and professional spaces. Discussions included inclusive work environments, identifying

behaviors participants could practice, and strategies to enhance workforce diversity. The focus of the training was to raise awareness of diversity and inclusion for manager as well as identify tangible actions for the group.

- **April 12, 2019** – A representative from the University of Utah Equal Opportunity Office conducted an Office of Equal Opportunity (OEO) presentation for staff and managers on the University of Utah’s policies on non-discrimination, sexual misconduct, and disability access.

Current Workforce

Table 1 uses data from KUEN’s most recent Station Activities Benchmarking Survey/Station Activity Survey (SABS/SAS).

Table 1. KUEN Employees

	FT Employees	PT Employees
Male	89	3
Female	42	2
Minority	15	3
Disability	3	0

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. Table 2 uses data from KUEN’s most recent SABS/SAS.

According to Utah Code (53B-17-104) our **governing board** includes qualified individuals as follows:

- Four 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, including three members appointed by the State Board of Education, and one member representing the Utah State Office of education, are appointed by the state superintendent.
- One member representing applied technology centers is appointed by the president of the Utah College of Applied Technology.
- One member representing the state library is appointed by the state librarian.
- Two members represent hospitals (one rural, one urban).
- One member representing the office of the governor is appointed by the governor.

Table 2. KUEN Governance

	Board Members	UEN Advisory Council	UTN Advisory Council
Male	9	15	11
Female	3	10	6
Minority	0	1	2
Disability	0	0	0
Open Position	1	1	0

Progress Toward Diversity Goals

From FY2018 to FY2019, the percentage of KUEN female full time staff members increased 7.69% and minority full time staff members increased 7.14%. The percentage of KUEN Board positions occupied by women and minorities, and the number of full time staff members with disabilities remained constant.