

# 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 **February 12, 2021**.

## 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](http://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** and is scheduled to review and reaffirm the policy again on April 9, 2021.

## 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. In addition, the Board has established a working group to further operationalize our diversity, equity and inclusion initiatives.

Recent trainings include the following:

- **July 1, 2020 to February 28, 2021** – UETN employees participated in The Corporation for Public Broadcasting's web-based training for harassment prevention.
- **May 12 and 20, 2020** – 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.
- **November 19, 2019** – A representative from the University of Utah Human Resources Offices conducted a Diversity training. Topics included Unconscious Bias.

### Current Workforce

Table 1 uses data from KUEN's most recent Station Activity Survey (SAS).

*Table 1. KUEN Employees*

	FT Employees	PT Employees
<b>Male</b>	77	3
<b>Female</b>	43	2
<b>Minority</b>	12	1
<b>Disability</b>	2	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*

	<b>Board Members</b>	<b>UEN Advisory Council</b>	<b>UTN Advisory Council</b>
<b>Male</b>	10	13	9
<b>Female</b>	4	8	8
<b>Minority</b>	0	0	2
<b>Disability</b>	0	0	0
<b>Open Position</b>	0	2	0

**Progress Toward Diversity Goals**

From FY2019 to FY2020, the percentage of KUEN female full time staff members increased 2.4%. Minority full time staff members decreased by 20% and staff with disabilities decreased by 33%. KUEN Board positions occupied by women increased by 33% and minority and disability representation remained constant.