

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 8, 2022**.

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 **June 11, 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:

- **August 13, 2021** – Board members completed a diversity training led by a representative from the Kem C Gardner Policy Center. Topics included Utah's demographics.
- **July 1, 2021 to February 7, 2022** – Employees participated in The Corporation for Public Broadcasting's web-based training for harassment prevention.
- **November 19, 2020** – A representative from the University of Utah Human Resources

Offices conducted a Diversity training. Topics included Inclusive Leadership.

Current Workforce

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

Table 1. KUEN Employees

	FT Employees	PT Employees
Male	91	0
Female	47	1
Minority	15	0
Disability	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:

- 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 Higher Education.
- One member representing the state library is appointed by the state librarian.
- Two members represent hospitals (one rural, one urban), 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.

Table 2. KUEN Governance

	Board Members	UEN Advisory Council	Telehealth Advisory Council
Male	10	15	10
Female	4	9	6
Minority	0	2	1
Disability	0	0	0
Open Position	0	3	0

Progress Toward Diversity Goals

From FY2020 to FY2021, the percentage of KUEN female full time staff members increased 9.3% compared with an increase of male full time staff members of 18%. Minority full time staff members increased by 25% and staff with disabilities remained constant. KUEN Board demographics remained constant.