

# KUEN FISCAL YEAR 2021 DIVERSITY AND EMPLOYMENT REPORT

This document describes KUEN's initiatives taken in Fiscal Year (FY) 2021 to support the station's goals as outlined in the document "Diversity Hiring Goals and Guidelines." KUEN's Diversity Policy may be viewed at [www.uen.org/ueninfo/guidelines/diversity](http://www.uen.org/ueninfo/guidelines/diversity).

## Hiring Guidelines and Processes

KUEN works with the University of Utah's Human Resources Office and Equal Employment Opportunity (EEO) Office to implement hiring, employee and EEO policies. The station is required to follow University hiring guidelines and processes:

- Open positions are advertised through the University Human Resources website.
- The University job opportunities bulletin is distributed to community and workforce agencies each week to reach a broad applicant population.

## Diversity Training for Board, Management, and Staff

As part of our station's commitment to EEO principles, KUEN supports annual training of staff, managers, and Board and Advisory Council members in diversity and inclusion. Trainings for this period were provided on **August 13, 2021** for the Board and **November 19, 2020** for staff and managers. Additionally, several staff members participated in the Utah YWCA 21-Day Racial Equity & Social Justice Challenge, which began **June 21, 2021**. In **June 2021**, a member of the executive leadership team began a fellowship in the Public Media Diversity Leadership Initiative's six-week program through Fuhrman University.

## Additional Reports

KUEN reports detailed information regarding the diversity of its employees each year via the annual Station Activities Survey (SAS) and the FCC Equal Employment Opportunity (EEO) Report. The FCC report includes information regarding the broad recruitment of full-time positions and a description of the many outreach efforts performed by station personnel during the year. These reports are posted to UEN's CPB Compliance Diversity Policy and Reports web page at [www.uen.org/tv/cpb-compliance/diversity](http://www.uen.org/tv/cpb-compliance/diversity).