

2023 Diversity Statement

In all its activities and operations, KGNU is committed to diversity on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), culture, physical or mental disability, marital status, sexual orientation, and economic status. These activities and operations include, but are not limited to, hiring, and terminating staff, recruiting, and retaining volunteers, sourcing vendors, providing services and programming, training leaders, and welcoming and sustaining members.

Beginning February 2023, our staff of 12 includes six who identify as female, a South Asian, an African American, and two Latinx team members. Our current board of eight includes three women, two Latinx, one African American, and one Queer cis-male. Our 300+ active volunteers also come from a broad range of backgrounds.

KGNU continues to focus attention on strengthening Diversity, Equity, Inclusiveness, and Belonging (DEIB), including increasing the number of women and people of color on our staff and in leadership positions. We will strive to achieve this by providing ongoing training opportunities focused on DEIB and participatory processes for board members, staff, and committees in the coming year, as part of our strategic plan to fulfill our mission.

During 2023, KGNU will also strengthen a paid internship program to support increased equity and access to media skills-building opportunities at our station to student-aged people of diverse backgrounds. KGNU will actively increase access to affordable production equipment for community members, including high school-aged students who may not otherwise have access to equipment to practice, train, and learn applicable media skills.

Adopted February 14, 2022 by KGNU Board of Directors

Reviewed & updated by the Executive Committee March 7, 2023