

## **2021 Diversity Statement**

In all of 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.

As of January 2021, our staff of 14 includes eight who identify as female, a Mestiza, a South Asian, an Irish, an African-American and a Persian-American. Our current board of nine includes five women, one Latinx, one African-American, and one LGBTQ cis-male. Our 300+ active volunteers also come from a broad range of backgrounds.

KGNU continues to focus attention on strengthening diversity, equity, and inclusiveness (DEI), including increasing the number of women and people of color on our staff and in leadership positions. We will achieve this by providing ongoing training sessions focused on DEI, anti-oppression, social justice, and participatory processes for board members, staff, and committees in the coming year, as part of our strategic plan to fulfill our mission.

**Adopted February 8, 2021 by KGNU Board of Directors**