

## **Statement of Commitment to Diversity**

It is axiomatic that diversity is essential to excellence. That is one reason why Arizona Public Media (AZPM) is committed to fostering a culture of diversity and inclusion. Our goal is to maintain a fair, unbiased work environment, and to enhance our ability to effectively serve our community and our diverse audiences as a media organization by emphasizing equal access and respected participation for all groups and individuals irrespective of differences. AZPM seeks to create and maintain a culture in which individual uniqueness is celebrated and differences are understood and valued. Diversity at AZPM encompasses and embraces our differences including, but not limited to, race, ethnicity, gender, age, sexual orientation, religion, socio-economic status, physical ability, national and geographic origin, marital status, and veteran status.

AZPM<sup>1</sup>, is licensed to the Arizona Board of Regents (“ABOR”). AZPM’s headquarters is located on the campus of the University of Arizona (“University”). As a non-academic unit of the University, personnel processes are governed by University policies and procedures and approved by ABOR. As equal opportunity employers, Arizona Public Media and the University are committed to the recruitment, retention, and development of diverse classified and administrative staff, and service professionals. AZPM is building an inclusive workforce by actively pursuing qualified employees from a wide range of ages, ethnicities, races, experiences, interests, and cultures.

AZPM’s workforce displays passion, innovation, skill, and intellectual curiosity, and takes pride in its connection to the local community and all of southern Arizona by providing *Excellence* through quality programming, *Access* through media reaching Arizona citizens, and *Impact* by providing the people of southern Arizona with learning opportunities, information, related resources, and community outreach efforts.

In conjunction with ABOR and University policies and procedures related to emphasizing acceptance, respect, inclusion, and an appreciation of our differences, AZPM has created this internal Diversity Policy (“Policy”). This Policy is intended to bridge the gap between AZPM’s stated goals, as set forth in our Strategic Plan, and our many challenges to diversity and excellence. Specifically, the Policy aims to encourage and facilitate the following:

- Recruit and retain excellent and diverse employees and interns;
- Establish equity in every aspect of professional and administrative activity in our organization;
- Incorporate diverse perspectives as a matter of course in every activity engaged in by our professional, administrative, and executive staffs; and

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<sup>1</sup> AZPM is comprised of the following broadcast entities: Television stations: KUAT 6.1 PBS-HD, KUAT 6.2 V-Me, KUAT 6.3 Create, KUAT 27.1 PBS-HD, KUAT 27.2 PBS Kids, KUAT 27.3 PBS World, KUAT 6.1 PBS-HD (Safford), KUAT 6.2 PBS Kids (Safford), KUAT 6.3 PBS World (Safford) and the UA Channel; and, radio stations: KUAZ 1550 (Tucson), KUAZ 89.1 (Tucson), KUAZ 91.7 (Sierra Vista), KUAT-FM 90.5 (Tucson), KUAT-FM 89.7 (Tucson), KUAT-FM 88.9 (Bisbee), KUAT 91.1 (Nogales), KUAT-FM 89.5 (Safford), and KUAT-FM 89.7 (Sierra Vista).

- Become a model broadcast community that celebrates diversity and excellence.

### **Implemented Diversity Initiatives**

- A. Job opportunities are announced and posted with organizations and job banks of broad-based membership, including women and minorities. Examples of such organizations include American Women in Radio & Television, Chicanos Por La Causa, the Tucson Hispanic Chamber of Commerce, the Tucson Urban League, and Women in Film and Video. See Appendix "A."
- B. Job opportunities are also announced and posted on the University employment website (uacareertrack.com). The employment link is easily accessible from the AZPM Web site (AZPM.org), which also contains listings of all available positions.
- C. AZPM staff participates in University-sponsored student job fairs and at local and regional job fairs hosted by community businesses and other educational and professional organizations.

### **Work Study and Internship Opportunities**

- D. AZPM provides both part-time paid positions and internship opportunities to University students who have an interest in broadcast communications. Production positions include crew for television membership campaigns, television studio productions, and other local television and web-streaming productions with responsibilities including editing, videography, directing, and television, radio and online news reporting. Other student opportunities include positions in on-air promotion, television master control operations, graphic design, and reception.

### **Performance Management and Employee Involvement**

- E. Performance is evaluated against elements of the AZPM Strategic Plan and core expectations of the University, and supervisors are accountable for understanding and implementing the evaluation policy. Managing employee performance includes regular feedback and a formal mid-year and annual evaluation. This collaborative process facilitates the opportunity for the supervisor and the employee to communicate expectations, goals, accomplishments, employee self-evaluation, and/or a Performance Improvement Plan if necessary.

### **Monitoring and Oversight**

- F. To ensure that any potential for discrimination is recognized, analyzed, evaluated, and mitigated, the Director and General Manager and the AZPM Community Advisory Board Executive Committee engage in an annual review

of AZPM's workforce diversity plan to encourage best practices, make new recommendations, and ensure compliance with federal law.