



## Statement of Commitment to Diversity

Arizona Public Media® and AZPM® are registered trademarks of the Arizona Board of Regents (“ABOR”). Its public radio and television stations<sup>1</sup> are licensed to ABOR by the Federal Communications Commission (“FCC”), for the benefit of the University of Arizona (“University”), to serve the public.

The FCC was created by the U.S. Congress in the Communications Act for the purpose of “regulating interstate and foreign commerce in communication by wire and radio so as to make available, so far as possible, to all the people of the United States, **without discrimination on the basis of race, color, religion, national origin, or sex**, a rapid, efficient, Nation-wide, and world-wide wire and radio [and television] communications service...” The Communications Act authorizes the Commission to “make such regulations not inconsistent with law as it may deem necessary to prevent interference between stations and to carry out the provisions of the Act.” It directs the FCC to base its broadcast licensing decisions on whether those actions will **serve the public interest, convenience, and necessity**.

**AZPM is committed to fostering a positive and productive culture of diversity, equity, and inclusion (“DEI”) and respect.** The goal is to support and maintain a fair, unbiased work environment and to enhance the ability to effectively serve the communities and diverse audiences it is licensed to serve. Emphasizing equal access and respected participation for all groups and individuals, irrespective of differences, advances these objectives. As a trusted media organization, AZPM seeks to create and maintain a culture in which individual uniqueness is celebrated and differences are valued. Diversity at AZPM encompasses and embraces differences including, but not limited to, race, ethnicity, gender, age, sexual orientation, gender identity, religion, socio-economic status, physical ability, national and geographic origin, marital status, and veteran status.

AZPM is a non-academic unit of the University, and its personnel processes are governed by University policies and procedures approved by ABOR. As equal opportunity employers, AZPM and the University are committed to the recruitment, retention and development of diverse leadership and professional staff, volunteers, student employees, interns and apprentices. AZPM is building an inclusive workforce by actively pursuing qualified employees from a wide range of ages, ethnicities, races, experiences, interests, and cultures. More information about the University’s DEI strategy can be found at: <https://diversity.arizona.edu>

## Endorsement

For Arizona Public Media:

Jack Gibson, CEO

Date:

7.19.2022

For the University of Arizona:

Lisa Rulney, Sr. Vice President,  
Business Affairs & CFO

Date: 7/20/2022

For the Community Advisory Board:

Hope Hennessey, Chair

Date:

7/18/22

<sup>1</sup>AZPM is comprised of the following broadcast/program services: Television stations KUAT-TV Channel 6 (Tucson), KUAS Channel 27 (Tucson) 6.1/27.1 “PBS HDTV”; 6.2/27.2 “PBS KIDS”; 6.3/27.3 “PBS 6 PLUS”; Radio stations KUAZ-AM 1550 (Tucson), KUAZ-FM 89.1 (Tucson), 91.3 FM (Sierra Vista), 104.5 FM (Catalina), 91.1 FM (Nogales), KUAS-FM 88.9 (Sierra Vista) “NPR 89.1”; KUAZ-FM 89.1 HD-2 (Tucson) “Jazz 89.1 HD2”; KUAZ-FM 89.1 HD-3 (Tucson) “BBC World Service”; KUAT-FM 90.5 (Tucson), 89.7 FM (NW Tucson), 89.5 FM (Safford), 89.7 FM (Sierra Vista), 88.3 FM (Bisbee) “Classical 90.5”