



Statement on Diversity

Updated and Revised October 3, 2022

Owned and operated by Hutchinson Community College (HutchCC), Radio Kansas is the combined work each day of dozens of Kansas citizens who serve as staff and support personnel. The network has a long history of employing a diverse workforce, with a greater proportion of ethnic diversity on staff than in the surrounding population, essentially equal proportion of staff identifying as male and female, with additional staff wishing to identify neutrally.

A traditional Drivetime News/Classical Music public broadcast network, Radio Kansas has specialty programming focusing on musical traditions associated with numerous ethnic minorities largely unserved elsewhere on the radio dial. In addition to classical music, over the course of a given week we present jazz, folk, Celtic music, and music derived from and honoring Native American instrumentation and musical forms. Public radio news is famous for its balanced approach, particularly world news and news on matters of public policy.

Diversity itself is a key value for HutchCC, expressed as “*celebrating the uniqueness of individuals, ideas, and forms of expression*” in the college’s Values Statement:

Hutchinson Community College Values

- Teaching and Learning – Hutchinson Community College empowers students and other stakeholders to develop abilities, talents, and skills while assessing outcomes, celebrating achievements, and encouraging lifelong learning.
- Integrity and Social Responsibility– Hutchinson Community College contributes to the public good by demonstrating responsible institutional citizenship and treating people and organizations with equity, civility, and respect.
- Service and Collaboration – Hutchinson Community College provides a dynamic environment of active internal and external partnerships embracing the potential for innovation.
- Diversity – Hutchinson Community College celebrates the uniqueness of individuals, ideas, and forms of expression.
- Leadership – Hutchinson Community College fosters the development of and provides opportunities for leadership within the institution and the community.
- Responsiveness – Hutchinson Community College is future-focused, examining trends to better predict how conditions will change and innovating to better meet the mission-driven needs of our students and other stakeholders.

In fulfillment of EEO responsibilities under FCC C.F.R. 47 part 73.2080 number 2, Radio Kansas undertakes several initiatives each year designed to ensure that job opportunities are promoted to a broad audience, with a particular emphasis on reaching ethnic minorities. Many employment outreach opportunities remain virtual post-covid, with station personnel still actively participating in third-party career fairs. Other efforts offer training to our already-diverse staff in an effort to ensure their readiness for management positions with Radio Kansas or elsewhere:

Option (i) Radio Kansas participates in at least two formal career fairs every year, for a total of at least four every two years. (Curtailed by state and regional COVID Policy for 2020)

Option (vi) Radio Kansas employs a full-time Outreach Producer who arranges for frequent broadcasts from community events at college campuses and other public places. Both full-time and part-time employees address public questions about station staff and employment.

Option (viii) Radio Kansas offers training to employees in responsibilities outside of their day-to-day work for the station – training designed to ascertain their readiness and prepare them for advancement within the station or within a similar organization.

Option (xii) Full-time on-air openings at Radio Kansas are posted with organizations and publications with substantial participation of potential applicants from minority ethnic groups.

Option (xvi) The General Manager serves on the Hutchinson Community College Telecommunications Advisory Committee with broadcasting faculty from both HCC and area high schools, advising these programs on curriculum necessary to prepare graduates for work in local radio.

In implementation, FCC and CPB rules would by law always take precedence over local hiring guidelines, but as one might imagine, we find no mis-alignment between our federal requirements and the goals and guidelines set forth in our licensee's formal **Notice of Nondiscrimination**:

In accordance with Titles VI and VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Executive Order 11246, Title IX of the Education Amendments of 1972, Section 503 and 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, the Vietnam Veterans Readjustment Assistance Act of 1974, the Jobs for Veterans Act of 2002, the Kansas Acts Against Discrimination and all other applicable civil rights and nondiscrimination statutes, the Board of Trustees prohibits discrimination on the basis of race, color, religion, sex, national origin, age, ancestry, disability, and veterans status.

The College nondiscrimination policy encompasses employment practices, conditions of employment, personnel actions and all educational programs and activities of the College and its affiliated organizations and it is the policy of the Board of Trustees to make policy decisions and to take action to prevent discrimination in all aspects of the College's operations. Reports of discrimination shall be evaluated promptly and acted upon in the

manner deemed necessary by the President and appropriate administrative personnel and in accordance with the College's grievance procedures applicable to College employees and students

The Board of Trustees shall promote equal opportunity for all qualified individuals to be considered for employment, benefits and conditions of employment, educational programs and activities, regardless of race, religion, color, sex, disability, national origin, ancestry, age or veteran status, sexual orientation, marital status, parental status, gender identity, or gender expression and directs the President and College employees to take all appropriate steps to increase the number of historically- underrepresented persons in order to promote greater cultural and intellectual diversity in the College's educational programs in among its employees.

The Board of Trustees will work closely with the Kansas Civil Rights Commission and Hutchinson Human Relations Commission and other agencies in implementing the Board's nondiscrimination policies and programs.

Conclusions:

The effectiveness of our diversity efforts is assessed each year in our FCC EEO filing, including current staff makeup and anonymous ethnic data as provided by applicants. Radio Kansas serves a state that is 86.6% white, from a county – a local hiring pool – that is 92.7% white. (Source: US Census Bureau) In calendar year 2022 the network's professional staff is comprised of 10 full-time employees, 2 of whom are black. 5 are female and 6 male. In addition, our long-time Traffic Coordinator, now working 25 hours per week in semi-retirement, is a Hispanic woman. A majority of our part-time staff are people of color. **It seems reasonable to assert that there is no greater proof as to the efficacy of our diversity efforts than the actual result of our hiring processes – the makeup of our staff.**