

KCTS 9 Diversity Annual Report

2015 (FY 2016)

INTRODUCTION

KCTS 9 (and affiliates) is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. Our human capital is our greatest asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of our culture, reputation, and organizational achievements. We embrace and encourage our employees' differences and those characteristics that make our employees unique. Furthermore, we seek to capitalize on the diversity of our people and the inclusion of their ideas and solutions to meet the needs of our diverse viewers, members, partners, boards, and donors.

KCTS 9's Equal Opportunity Employment policy and diversity initiatives are applicable to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social programs; reductions in force; terminations; and the ongoing development of a work environment built on the premise of equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Shunning of favoritism or other exclusionary practices.
- Teamwork and employee participation that represents the diversity in our workforce.
- Work/life balance through on-going efforts to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, up to and including termination.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy should seek assistance from their supervisor or the Senior Human Resource Manager.

<u>CPB Requirement</u>	<u>FY 2015 KCTS Actions</u>
Hiring Goals	<p>KCTS Staff KCTS has a goal of having a workforce that reflects the diversity of the communities we serve.</p> <p>Board of Directors We strive to ensure that our Board is composed of a diverse population of our region’s leaders.</p> <p>Community Advisory Board Similar to our staff diversity goal, we strive to match the diversity of our service area to ensure that feedback on our programming is reflective of our community makeup.</p>
Guidelines	KCTS EEO policy (see above introduction) and; all federal, state, and local law pertaining to equal opportunity
Employment Statistics	KCTS tracks hiring and staff diversity statistics on an on-going basis. The current staff (including executive leadership) makeup includes a reasonable balance between male and female staff, and a minority population that reflects our community makeup.
Actions Promoting Diversity	<ul style="list-style-type: none"> • Continue recruitment outreach activities (see EEO Public File Report at: http://kcts9.org/about/eo-public-file-reports) • Continue including diverse groups in internships • The Nominating Committee of the Board and Advisory Board review the diversity policy in light of the current Board makeup, with each opportunity to fill a position on our Boards • Continue to provide diversity training for management staff in 2016 • Post diversity policy and annual report on KCTS9.org website