

## Annual Diversity Statement and Report

Kansas Public Radio (KPR) is licensed to the University of Kansas. Consistent with the goals of University of Kansas, KPR is committed to an open, diverse and inclusive work environment that nurtures the growth and development of all. KPR believes that an array of values, interests, experiences, and intellectual and cultural viewpoints enrich our workplace. KPR strives to promote and support a diverse and inclusive workplace of mutual respect. Diversity is also reflected in Kansas Public Radio's programming, which features the voices of individuals that represent diversity in many forms, including gender, race, culture, religion and generations.

Kansas Public Radio is licensed to the University of Kansas. The university is governed by the Kansas Board of Regents and directed by the chancellor. The Board of Regents is comprised of 10 members, each of whom is appointed by the Governor of Kansas plus a President and CEO for the Kansas Board of Regents. Therefore, Kansas Public Radio does not control the selection of the board members. In 2021, of the 10 people who comprise the Board of Regents, 1 was racially diverse, 3 are female, and 7 are male. The University chancellor is a male. Kansas Public Radio administratively under the KU Public Affairs office which is led by a minority male.

As a state university licensee Kansas Public Radio is not required to have a Community Advisory Board. However, KPR does maintain a Board of Advisors. The Advisory Board does not have a governance function. Members of the Board of Advisors are selected to represent a geographically diverse area that reflects our broadcast coverage. In 2021, the Advisory Board consisted of 11 members. Of those, 4 were female, 7 were male and one member was racially diverse.

In 2021, the Kansas Public Radio staff consisted of 12 full-time employees and 9 part-time staff. Of those, 9 were female; 12 were male.

To continue Kansas Public Radio's goal of developing a more diverse staff in the year ahead, Kansas Public Radio will take the following actions:

- Kansas Public Radio will follow FCC/EEO guidelines for widely disseminating job postings to encourage a diverse pool of candidates
- Kansas Public Radio will draw upon the resources and expertise of the University of Kansas Human Resources Department to encourage a diverse pool of candidates
- Kansas Public Radio will draw upon resources from Human Resources and the Office of Diversity and Equity at the University of Kansas to provide diversity training for station management and appropriate staff
- Kansas Public Radio will annually review its diversity statement, report and goals