



KSPS PBS Diversity, Equity, Inclusion and Accessibility Policy

Revised October 2023 and Approved by the Friends of KSPS Board of Directors

KSPS PBS is committed to fostering a culture of diversity, equity, inclusion and accessibility. And to maintain a fair, unbiased work environment to enhance our ability to effectively serve the public as a media organization. Diversity at KSPS encompasses our differences, including, but not limited to, race, creed, color, national origin, age, sex, affection or sexual orientation, marital status, religion or disability.

KSPS PBS is licensed to the Friends of KSPS, a 501(c)(3) nonprofit community licensee governed by the KSPS Board of Directors.

KSPS PBS strives to seek diversity and excellence in people, ideas and services by seeking candidates for our Board of Directors, Community Advisory Board and our workforce that embrace the values that we live each day in our work.

KSPS PBS Diversity, Equity, Inclusion, and Accessibility Goals

- To recruit and retain a diverse workforce that is representative of our service areas.
- To provide equal opportunity in employment.
- To educate our management, staff and advisory boards in best practices for maintaining an inclusive and diverse environment for all persons.

KSPS will promote diversity, equity, inclusion and accessibility by:

- Reviewing with the governing board those practices that are designed to fulfill our commitment to diversity and to meet the applicable FCC guidelines.
- To educate our management, staff and advisory boards in best practices for maintaining a diverse, equitable, inclusive, and accessible environment for all persons.
- Continually monitoring and evaluating the progress and success of our diversity, equity, inclusion and accessibility initiatives.
- Having open communications and encouraging dialogue on how to further improve our diversity, equity, inclusion and accessibility practices and policies.
- Posting an annual report of the Friends of KSPS's hiring goals, guidelines, employment statistics and actions undertaken to satisfy CPB's diversity eligibility policy. Such report shall be posted on the ksp.org.
- Conducting annual formal diversity training programs for management and appropriate staff.
- Striving to find and recruit a diverse slate of candidates considered for nomination to our Board of Directors and our Community Advisory Board.
- Posting of all full-time open positions to a wide range of sources while actively seeking diverse candidates.

- Ensuring that the recruitment process for any open senior management position has a diverse pool of candidates.
- Providing internships opportunities to students that represent diverse groups.
- Hosting and/or attending minority or other diversity job fairs, as opportunities arise
- Continually monitoring and evaluating the progress and success of our diversity initiatives.
- Having nondiscrimination and harassment policies and applying them consistently throughout the organization.
- Having open communications and encouraging dialogue on how to further improve our diversity practices and policies.

KSPS PBS acknowledges the challenges and opportunities with this diversity initiative, and we will review this on a an annual basis to make modifications as warranted.