

## Diversity Statement and Policy

Alamo Public Telecommunications Council dba KLRN believes that in order to be successful in fulfilling its mission we need diverse perspectives. That diversity and inclusion are key drivers of creativity, credibility, innovation and success. We understand that diversity is much more than race and gender. That diversity also includes diversity in the ways of thinking and perceiving our world. That reflecting the diverse community we serve is good for our workforce, viewers, vendors, and the community.

KLRN 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. KLRN's goals are to have a diverse representation in all aspects of our organization, including the Board of Directors, Community Advisory Board, staff and management in order to provide high-quality educational and meaningful programming to the diverse citizenry of South Central Texas and we are therefore committed to maintaining a diverse Board of Directors, Community Advisory Board, staffing and management that will effectively provide programming that is interesting, relevant and important to our diverse communities.

KLRN will promote diversity by:

- Requiring a diverse slate of candidates considered for nomination to our Board of Directors and our Community Advisory Board
- Widely disseminating posting of all full-time open positions while actively seeking diverse candidates
- Ensuring that the recruitment process for any open senior management position has a diverse pool of candidates
- Providing education and presentations for staff around diversity
- Providing internships opportunities to students that represent diverse groups
- Providing an annual report of our hiring goals, guidelines, employment statics, and actions undertaken
- Continually monitoring and evaluating the progress and success of our diversity initiatives.
- Having nondiscrimination and harassment policies
- Providing employees with an employee assistance program (EAP)
- Having open communications
- Posting open job positions electronically
- Providing development opportunities

KLRN believes that it can become more diverse by believing in and following its diversity policy and implementing procedures and programs that support increasing diversity. We understand that being aware of and striving for diversity is an ongoing process. As part of that process, KLRN will continually develop its diversity program.