



## Annual Report on the KTOO Public Media Diversity Policy

October 1, 2021

At KTOO, diversity principles are central to our mission and values:

### Mission

*“KTOO provides trusted and independent news, connects our community to the arts and music, promotes civic participation, and embraces diverse viewpoints and cultures.”*

Over the past year, the KTOO Public Media Board of Directors’ Board Governance Committee has actively recruited people from diverse backgrounds for at least 50% of the seats on the board, including Alaska Native board members. As of 10/1/2021, 8 of 11 board members are women, and 4 of 11 members identify as Alaska Native.

In the period from October 1, 2020 through September 30, 2021, four of seven of our job openings were filled by women, and three of seven were filled by Indigenous people or people of color.

We have included new language encouraging diversity candidates to apply in all of our job postings, and expanded our recruiting outreach to groups which represent diverse candidates. We have committed to interview one or more candidate from an underrepresented background for every position opening in all departments.

We have undertaken a multiyear diversity, equity and inclusion initiative which includes all-staff training, an audit of the sources in our news stories and interview programs, and an outreach initiative to underrepresented communities in Juneau. Elements of this initiative include the following:

1. Two days of training with First Alaskans Institute: Alaska Native Dialogues on Racial Equity in May of 2021
2. Two days of training with First Alaskans Institute: Native Governance and Protocols in May of 2021
3. 15 weeks of Lingit language training for the full KTOO staff in the winter and spring of 2021
4. We arranged statewide workshops for all Alaska Broadcasters on Diversity, Equity and Inclusion and Serving Alaska Native Communities in November of 2020.
5. We arranged for a two-hour presentation for all staff titled “Stories of the Aak'w L'eeneidi and the T'aaku Yanyeidi from a descendant's perspective” in October of 2020.
6. We provided two training sessions for all staff and board with NPR's Chief Diversity Officer.

Every day we formally acknowledge the land KTOO Studios are located on as the ancestral homelands L'eeneidí and the Wooshkeetaan of the Áak'w Khwáan.

Diversity, equity and inclusion goals are also prominent in KTOO’s strategic plans. Our plan was updated in March of 2021:

This year, the Board adopted a new five-year plan that highlights diversity, equity and inclusion. One of the plan's five top priorities is as follows:

**PRIORITY: *KTOO has more fully engaged with our many communities – more people feel “at home” with KTOO news, arts, and culture programming***

- Continue to build upon the successes and growing momentum, which has moved the diversity effort
  - Moving from the board table to being a critical element of KTOO's organizational culture, services and offerings
- Ensure the voices and experiences of community members are reflected in KTOO's content and events – virtual for the foreseeable future and beyond
  - Continue to address generational diversity, and better representing and inspiring younger generations
- Continue to highlight the significant focus on incorporating Tlingit and other Alaska Native languages in programming
  - Within a year, regular spoken Tlingit will be fully incorporated into something we hear every day on TV/radio
- Continue to work on determining diversity goals KTOO, developing necessary policies
  - Develop a formal KTOO Statement of Diversity
  - Pursue diversity-focused changes in partnership with Coast Alaska
  - Identify/develop programming that better reflects our communities
  - Continue to monitor KTOO's diversity progress with tools, i.e., the Source Audit
- Examine our recruitment/hiring/retention practices and design job descriptions and roles/responsibilities that will result in a diverse and inclusive staff
  - Encourage an organizational culture at KTOO that empowers staff to identify problems, issues, and celebrate successes
- Complete internal review of bylaws, policies, procedures, with a diversity lens, written in clear-to-understand language

Diversity in hiring is also a FCC legal requirement, and a requirement to receive federal funding. We have a formal EEO program and we always recruit through sources that reach diverse audiences.

We track the effectiveness of each recruiting source. In addition to recruiting through channels that are known to reach underrepresented candidates, we widely disseminate job postings to the staff, board and all the public media stations in Alaska, so that they can reach candidates by word of mouth.

We have a formal diversity policy that the board reviews annually. We post our annual EEO report, the diversity policy and the board's review on the website.