Annual Report on the KTOO Public Media Diversity Policy

October 1, 2026

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. As of 10/1/2026, 9 of 11 board members are women, 2 member identifies as Alaska Native/Indigenous, and 2 members identify as Asian.

In the period from October 1, 2025 through September 30, 2026, 1 of our 2 job openings was filled by a woman.

We have included 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 candidates from an underrepresented background for every position opening in all departments.

We have undertaken a multi-year 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. We launched Lingít Word of the Week, voiced by master speakers.
2. We arranged for Lingít language classes for the full KTOO staff.
3. We formally acknowledge the land KTOO Studios are located on as the ancestral homelands of the Áak'w Kwáan daily.

Diversity, equity and inclusion goals are also prominent in KTOO's strategic plan. Two of the plan's four top priorities is as follows:

PRIORITY AREA 2: Community Relationships & Strategic Partnerships

- Build Meaningful Community Relationships and Strategic Organizational Partnerships that Reflect Alaska's Diverse Population and Extend KTOO's Reach and Impact
    - Objective 1 - Define success metrics to emphasize representation from Juneau's many communities across all of our work
    - Objective 2 - Implement engagement strategies and leverage partnerships to reach diverse community groups and new audiences
    - Objective 3 - Establish partnership framework that creates value for both KTOO and partner

PRIORITY AREA 3: Workplace Culture & Staff Development

- Foster a Positive Work Environment Where Staff Feel Valued, Connected, and Supported
    - Objective 1 - Build policies and practices that demonstrate how staff are valued at all career stages
    - Objective 2 - Strengthen connections across departments to build an integrated multimedia organization
    - Objective 3 - Support staff professional development
    - Objective 4 - Support a culture that priorities healthy workloads and work/life balance

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.