

Community Radio Project, Inc.
Diversity Statement
November 2023

Elements of diversity important to public media work

The service area for Community Radio Project reaches six counties, three Indian reservations (Ute Mountain Ute Tribe, Southern Ute Indian Tribe, and Navajo Nation) in four states (Colorado, New Mexico, Utah and Arizona). This rural area encompasses an area that has a rich history of occupation by Native Americans, settlers, miners, ranchers and farmers of European and Mexican descent. Four languages are commonly spoken by current inhabitants: English, Ute, Navajo, and Spanish. In addition, hundreds of thousands of tourists visit the area every year to enjoy the cultural heritage and geographic beauty of the area.

All diversity is important to the Community Radio Project, but those elements that receive the most attention are culture, geographic location, gender, and generation. In order to not offend any particular group and to maintain ethical journalism standards, the Community Radio Project avoids taking a position on partisan political perspectives, religious indoctrination, and anti-social organizations.

Extent to which the staff and governance reflects such diversity

The table below details the diversity of people in the Community Radio Project Service area and compares that with the diversity of the Board of Directors (BOD), Community Advisory Board (CAB), and Staff of the organization as of November 2023.

Category	Service Area	BOD 2023	CAB 2023	Staff 2023
Gender				
Male	49%	66.6%	66.6%	66.6%
Female	51%	33.4%	33.4%	33.4%
Race/Ethnicity				
White/Anglo	48.7%	83.5%	100%	83.5%
Hispanic	7.9%			16.7%
Native American	45%	16.7%		
African American	.3%			
Asian	.4%			
Other	3.2%			
Geographic Location				
Arizona	2%			
Colorado	52%	100%	100%	100%
New Mexico	24%			
Utah	22%			
Generation				
0-14	24.6%			
15-24	15.3%			
25-34	12%			16.7%
35-44	11.7%	33.4%		33.4%

45-54	13.8%	50%	33.4%	50%
55-64	11.3%	16.7%	66.6%	
65+	11.2%			

Progress

The Community Radio Project Board of Directors has focused on promoting diversity since its inception and has had limited success in acquiring a diverse membership on its board, committees, and staff.

Plans for Progress

Community Radio Project will work to diversify its Board of Directors, Community Advisory Board, and Staff as follows:

Board

- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year
- Establish diversity goals and tactics for diversifying the organization, including the board of directors, community advisory board, and staff

Community Advisory Board

- Evaluate diversity of the community advisory board on an annual basis and as recruitment opportunities arise
- Establish goals and tactics for diversifying the community advisory board

Staff

- Employ the services of Open Media Career Engine to evaluate job descriptions and assist in advertisement of positions for new employment at the station to reach qualified minority candidates
- Complete DEI training in 2024 to better identify opportunities to diversify staffing