



## **BACKGROUND**

KAZU 90.3 FM is licensed to the University Corporation at Monterey Bay, an auxiliary organization of California State University Monterey Bay (CSUMB). The Corporation is a registered 501(c)(3) nonprofit, and provides KAZU accounting and administrative support services. On behalf of KAZU, the Corporation also processes the station's annual community service grant from the Corporation for Public Broadcasting.

## **DIVERSITY VISION**

California State University Monterey Bay is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. The University Corporation and KAZU are fully integrated into CSUMB and follow the university's commitment to diversity, which includes inclusivity in all of its identities and ideas, focusing on promoting a campus where all students, faculty, and staff feel a sense of belonging; Are able to fully engage in campus life, academically and professionally; Integrate equity and sustainability into all areas of learning, teaching and work.

## **ENVIRONMENT**

KAZU embraces and encourages our community differences with respect to Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status as well as other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation. CSUMB and KAZU prohibit harassment of any kind, including sexual harassment. This includes sexual misconduct, dating and domestic violence, and stalking. Such behavior violates university policy and may be in violation of state or federal law.

### **Staff/Community Makeup:**

According to the latest radio market rankings information from Neilson, of the overall metro listening population of 603,000...48.6% identify as white/non-Hispanic, 49% Hispanic (294,900), and about 2.4% Black (15,000).

KAZU's current workforce (staff) is 41% female, 59% male, 24% Hispanic/non-white, 6% Asian/Pacific Islander and 6% black.

Of those who identify as female, Hispanic, Asian/Pacific Islander and Black, 29% were hired in the past year

**Hiring Practices:**

KAZU follows the hiring guidelines of The University Corporation, which provides equal opportunity to all persons without regard to race, color, sex, gender identity, sexual orientation, religion, national origin, age, disability and/or Protected Veteran Status. Under the director of human resources, The University Corporation implements affirmative action efforts to ensure that the principle of equal opportunity employment is understood, followed and made a reality. All members of management must be familiar with this policy, must fully support it and are responsible to apply these principles in good faith.

**GOALS**

KAZU's primary goal remains to engage the intelligence, curiosity and imagination of our listeners, as well as to maintain the community's respect and trust by providing the best non-commercial public radio broadcasting content. In doing so, KAZU's News Department continuously seeks out diverse sources and topics that directly reflect the diversity of our communities.

As a public radio station, KAZU strives to reflect the diversity of both the Monterey Bay and Santa Cruz regions in staffing and on-air programming. We continually aim to represent and reflect our diverse community, creating a safe place for dialogue about diversity, equity and inclusion and fostering an open, trusting workplace where individuals are accepted and valued for who they are. We continue to identify blind spots in our approach to diversity at the station, both in terms of our programming and workplace culture. KAZU is comprised of our listeners [which includes our members] and our own internal staff [which includes CSUMB student interns]. We are developing a community advisory board focused on gaining insight from representatives of the community to help us identify areas where we can improve diversity and inclusion in our on-air programming. This board, which will be comprised of a diverse group of community leaders, is expected to be in place by the fall of 2023. We are also focused on elevating our staff's DEI knowledge through continued online course training, trust-building exercises, and having a dialogue about inclusiveness and ways that we can improve diversity. In the past year we have appointed two peer facilitators here at KAZU through a DEI program instituted by the University Corporation. KAZU staff are encouraged to come to these facilitators if and when they want to discuss or address any internal conflicts in the workplace.

KAZU also has an internship program that is focused consciously on employing a diverse group of students who reflect the inclusive values of both CSUMB [as a Hispanic-serving institution] and the station. KAZU provides a workplace that values mutual respect, professional growth, and cultural diversity and remains an Equal Opportunity Employer. The station's most-recent EEO Public File Report can be found at <https://www.kazu.org/eeo>.

**Reviewed 2023**