Bethel Broadcasting, Inc. Diversity Policy
Adopted by the Board of Directors – October 2020

Being located in the very diverse western Alaskan community of Bethel, Bethel Broadcasting, Inc. is a public media organization sensitive to diversity. We maintain a multicultural, multiracial, gender-balanced work place. We embrace and encourage our employees’ differences in age, ethnicity, family or marital status, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, social-economic status, veteran status and other characteristics that make our employees unique.

The collective sum of these individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talents that our employees invest in their work represents a significant part of our culture and our reputation as a public media organization. Managing diversity makes us more creative, flexible, productive and competitive.

BBI’s diversity initiatives apply to - but are not limited to - our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; layoffs; terminations and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and reinforces respectful communication and cooperation between all employees; teamwork and employee participation; work/life balance through flexible work schedules to accommodate employees’ varying needs and employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All BBI employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions in or out of the station, and at all BBI sponsored and other community events. Efforts to achieve these goals will be favorably considered in annual employee evaluations. Any employee found to have exhibited inappropriate behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with BBI’s diversity policy and initiatives should seek assistance from a supervisor.

BBI is also committed to creating and broadcasting programming that incorporates the values of a multicultural and diverse community and that reflects the pluralism of the United States and the world society.
Diversity Initiatives

As required by CPB:

1. The Board of Directors will review BBI’s commitment to diversity annually, at the regular fall board meeting, typically occurring in October.

KYUK Board of Directors Conducted the review at their Spring 2021 meeting, in lieu of their usual fall meeting review.

2. BBI Management will complete an annual report of the organization’s hiring goals, guidelines, employment statistics, and actions undertaken to satisfy the Diversity Eligibility policy, and post that report on the station’s website, annually by September 30th, concurrent with the annual FCC-required EEO public file report.

See CPB’s: KYUK’s Annual Hiring Survey

3. We will provide formal diversity training for the staff, Board of Directors and Community Advisory board at least once every two years at dates and times to be determined by management.

Our last diversity training occurred in November 22, 2019 with Father Michael Oleska. Plans for similar trainings have been interrupted by COVID. KYUK will continue to make plans to accomplish a training as soon as possible.

4. Of the CPB required options, we will continue to recruit individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities we serve and further public broadcasting’s commitment to education.