



KRWG Public Media

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2023 KRWG Public Media Diversity Statement

KRWG Public Media strives to reflect the diversity of the Region we serve in our hiring, programming, community outreach, and all of the services we provide.

As reflected in New Mexico State University's strategic plan, Leads 2025, NMSU takes pride in the history and diversity of the state of New Mexico. NMSU seizes opportunities to engage the community broadly and views differences in race, ethnicity, national origin, tribal nationhood, language, color, identities, and expressions of gender and sexuality, age, veteran status, disability, socioeconomic status, political, spiritual, and philosophical faith or affiliation as opportunities to enrich the academic experience. NMSU integrates international, intercultural, and global dimensions into the curricula and educational environment and heavily promotes and values local, regional, and global scholarship in teaching, research, and service. The term "diversity" encompasses differences of background and experience among individuals and groups. Such differences include but are not limited to, differences of race, ethnicity, national origin, tribal nationhood, language, color, identities and expressions of gender and sexuality, age, veteran status, and disabilities. Differences of socioeconomic status, political, spiritual, and philosophical faith or affiliation should also be recognized and respected.

NMSU POLICY STATEMENT ON DISCRIMINATION AND AFFIRMATIVE ACTION

New Mexico State University (NMSU) is dedicated to providing equal opportunities in areas of employment and academics without regard to age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, sexual orientation, spousal affiliation or protected veteran status as outlined in NMSU Policy ARP 3.25, as well as federal and state anti-discrimination statutes. As a federal contractor, NMSU's affirmative action plan also supports this effort.

Discrimination Policy: NMSU is committed to providing a place of work and learning free of discrimination and harassment on the basis of a person's age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, protected veteran status, sexual orientation, or spousal affiliation. Where a violation of policy is found to have occurred, NMSU will act to stop the conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *NMSU ARP 3.25: Prohibition of All Forms of Unlawful Discrimination*.

Title IX Notice: NMSU does not discriminate on the basis of sex in education programs and activities; Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Sex Discrimination/Sexual Harassment Policy: NMSU is committed to providing a place of work and learning free of sexual misconduct which includes sexual harassment and sexual violence. Engaging in conduct of a sexual nature that is inappropriate, unwanted and/or unsolicited is a violation of NMSU policy. Where sexual harassment is found to have occurred, NMSU will act to address the reported conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *NMSU ARP 3.25*.

Retaliation: Retaliation against an individual who in good faith complains of alleged discrimination or sexual harassment or provides information in an investigation about behavior that may violate this policy is prohibited and may be grounds for discipline. Retaliation in violation of this policy may result in discipline up to and including termination and/or expulsion. Any employee or student bringing a discrimination or sexual harassment complaint in good faith or assisting in the investigation of such a complaint will not be adversely affected in terms and conditions of employment and/or academic standing, nor discriminated against, terminated, or expelled because of the complaint.

Complaints and Investigation: Employees and students may file an internal discrimination complaint with OIE. Individuals may use the NMSU Internal Discrimination Complaint Form, found on the Office of Institutional Equity ("OIE") website, to submit their complaint. Employees and students may also call and/or walk into the OIE office to speak with an investigator about their situation.

Penalties: Cases involving students who are found to have violated *NMSU ARP 3.25* will be sanctioned by the Hearing Officer (in a Title IX case) or by the Dean of Students Office (in non-Title IX cases). Cases for employees who are found to have violated *NMSU ARP 3.25* will be sanctioned by the Hearing Officer (in a Title IX case), by Employee Labor Relations and the employee's supervisor (in a non-Title IX case involving staff), or by the Office of the Provost and the employee's supervisor (in a non-Title IX case involving faculty). Sanctions for students may include action up to and including expulsion. Sanctions for employees may include action up to and including termination of employment, in accordance with provisions of the *NMSU Policy*.

Internal NMSU Units: Internal units such as the Dean of Student's Office, Housing and Campus Life, Athletics and community colleges will promptly report to OIE all matters involving allegations of potential discrimination, sexual misconduct, and/or sexual harassment. All responsible employees, including anyone in a supervisory, managerial, administrative or executive role or position,

such as a supervisor, department chair, or director of a unit, receiving a report of alleged discrimination or sexual harassment, or who observes or becomes aware of conduct that may constitute discrimination or sexual harassment, must immediately contact OIE to report the conduct. OIE is designated as the office that receives and processes internal discrimination complaints within the entire NMSU system.

Confidentiality: NMSU recognizes the need for confidentiality when matters are reported to OIE. OIE will not share confidential information with anyone who does not have a legitimate need to know. Administrators, faculty or staff responsible for implementing this policy will respect the confidentiality of individuals reporting, or those accused of discrimination or sexual harassment, by not sharing the information with anyone except those individuals to whom they are required to report.

For questions or clarifications on this policy contact: William Nutt, Executive Director, A.A., Title IX & ADA, O'Loughlin House, MSC 3515, P.O. Box 30001, Las Cruces, NM 88003, 575.646.3635 or via e-mail at equity@nmsu.edu. The full text of *NMSU ARP 3.25: Prohibition of All Forms of Unlawful Discrimination* and complaint form is at <https://equity.nmsu.edu/>.

KRWG Public Media Staff, Internships & Work-study, and Community Outreach

New Mexico State University is designated a Hispanic-Serving Institution by the Hispanic Association of Colleges & Universities. This designation illustrates NMSU's commitment to expand educational opportunities in our community among a diverse population. Some examples of outreach include:

- Partnering with the Journalism Department to produce New22 which normally airs three days a week during the school year. New22 is a student-run newscast and the only one to originate from Las Cruces. The students that participate on crews will work in varied positions that will include: camera operator, floor director, audio operator, technical director, producer, director, graphics operation, and playback.
- Partnering with the Journalism Department & the Creative Media Institute to provide classroom and lab facilities to ensure students have access to "real-world" resources and experiences that will translate into post-graduation employment.
- Partnering with the Special Productions Unit to mentor students in technical roles during live athletic broadcasts. This also ensures students have access to "real-world" resources and experiences that will translate into post-graduation employment.

Because of our various outreach efforts during FY23, KRWG Public Media accumulated almost 14,000 student contact hours.

KRWG Public Media Programming

KRWG Public Media strives to produce a wide range of diverse programming for our Region.

Some examples of outreach would include:

- "Fronteras – A Changing America" is a weekly half-hour television program that primarily focuses on border issues in our Region.
- "Fiesta" airs Monday through Friday from 7 pm to 9 pm on KRWG FM. The only bilingual program in the Region features a worldwide selection of Latin music. The bilingual nature of the program is unique and constantly elicits positive feedback from listeners.
- "Community Connection" is a 2-4 minute feature that runs on KRWG TV. Topics vary and range from featuring programs designed to help underprivileged students needing appropriate wardrobe for interviews or career fairs to a group collecting bicycles for needy children in Juarez, Mexico.
- "Voice of the Public" is a weekly hour-long FM call-in show that covers a diverse range of topics – immigration, financial tips, health & wellness, and even lighthearted topics such as gardening.

KRWG Public Media Recruitment

New Mexico State University and KRWG Public Media constantly strive to recruit diverse applicants and employees by utilizing a wide range of recruitment sources, job fairs, etc. Staff and Management are reflective of our efforts to recruit from diverse populations. Our staff, student employees, and NMSU Board of Regents also reflect the Region's diversity and our state, NMSU's designation as a Hispanic-Serving Institution, and our recruitment efforts.

KRWG Public Media continually strives to attract diverse staff, students, board members, and volunteers that reflect the Region we serve. Our diversity efforts in the last 2-3 years have been largely successful and are consistent with the populations we serve. Progress towards our goal is always ongoing, and we will continue these efforts indefinitely.

Requisition #	Position #	Position Start Date	Job Title	Advertised Sources	Gender	Hispanic / Latino	American Indian/Alaskan Native	Asian Or Pacific Islander	Black Non Hispanic	Hispanic	White	Other	Unknown/No Response	American Indian Or Alaskan Native:	Asian:	Black Or African American:	Native Hawaiian Or Other Pacific Islander:	White:	No Response	Two Or More Races	Not Disclosed	Total	
2300139S	718904	4/12/2023	Admin Asst,Sr	NMSU New Mexico Broadcasters Association NMSU Hotline	Female	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	1	9	
					Male	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
					Total	5	0	0	0	0	1	0	0	0	0	0	0	4	0	0	4	14	
2300113S	199966	3/27/2023	Membership Coordinator	NMSU New Mexico Broadcasters Association TV Jobs NETA PBS CPB Public Media Jobs NMSU Hotline Greater Public KRWG Radio	Female	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
					Total	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
2200781S	719845	2/16/2023	Mgr, Production	NMSU NETA PBS CPB Jobline TV Jobs New Mexico Broadcasters Association Public Media Jobs Creative Cow ProductionHub.com KRWG Radio	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
					Male	3	0	0	0	0	0	0	0	0	0	1	0	1	0	0	5		
					No Answer	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1		
					Total	3	0	0	0	0	0	0	0	0	2	0	1	1	0	0	7		
2200842S	718904	1/30/2023	Admin Asst,Sr	NMSU New Mexico Broadcasters Association NMSU Hotline KRWG Radio Facebook	Female	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	3	
					Male	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3		
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	7		
					Total	4	0	0	0	0	0	0	0	0	0	0	2	0	0	7	13		
2200561S	716352	11/21/2022	Social Media Specialist	NMSU Facebook KRWG FM Public Media Jobs Corporation for Public Broadcasting Twitter NMSU Hotline New Mexico Broadcasters Association NETA	Female	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	6	
					Male	6	0	0	0	0	0	0	0	0	1	1	0	1	0	0	9		
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5		
					Total	10	0	0	0	0	0	0	0	0	1	1	0	3	0	0	5	20	
2200296S	198980	9/12/2022	Anchor/Reporter	NMSU NETA PBS CPB Jobline TV Jobs New Mexico Broadcasters Association Public Media Jobs	Female	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	
					Male	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	3	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5		
					Total	2	0	0	0	0	0	0	0	0	0	0	0	1	1	0	6	10	
2200150S	718977	8/22/2022	Multimedia Reporter	NMSU New Mexico Broadcasters Association CPB NETA PBS Public Media Jobs Journalism Jobs Society of Professional Journalists National Association of Hispanic Journalists Native American Journalists Association Asian American Journalists Association National Association of Black Journalists TV Jobs Mediabistro Public News Service Journalism Next.com ASU Job Board	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
					Male	2	0	0	0	0	0	0	0	0	1	2	0	1	2	0	4	8	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4		
					Total	2	0	0	0	0	0	0	0	0	1	2	0	1	2	0	4	12	
2200295S	716641	8/1/2022	TV Producer, Sr	NMSU NETA PBS CPB Jobline TV Jobs NMBA Public Media Jobs Creative Cow ProductionHub.com	Female	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	
					Male	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3		
					Total	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	6	