

## **KCCU Diversity Statement**

**September 30, 2022**

**(revised June 9, 2023)**

KCCU is a not-for-profit educational station licensed to <http://www.cameron.edu>. KCCU is a department of Cameron University under the Senior Director of Public Affairs, who reports to the President of the University. Cameron University is an accredited university that operates under The University of Oklahoma [Board of Regents \(ou.edu\)](http://www.ou.edu). As a department of Cameron University, KCCU cannot set a diversity policy.

The Regents Policy Manual (<https://www.ou.edu/regents/policy>) for The University of Oklahoma addresses Diversity in Section 3.2. The policy manual states that diversity is one of the strengths of our society and a responsibility we all must share.

KCCU's governing board is The University of Oklahoma Board Of Regents. As such, they are appointed by the governor and the state senate. KCCU has no control over the makeup of the governing board.

KCCU (and Cameron University) feel that providing content to a diverse audience is one of our primary missions. KCCU offers news, classical music programming, jazz, Native American programming, news from Europe, science programs and even a program about cooking as part of our regular weekly broadcast schedule.

KCCU strives to reflect the diversity of our communities. Lawton, Oklahoma, where the studios of KCCU are located, was built on ancestral lands of the Comanche, Kiowa and Apache tribes. The headquarters of the Comanche Nation are located in Lawton, Oklahoma. Because of our area's Native American heritage and the large military population, many diverse cultures are represented in southwest Oklahoma and western north Texas.

Three of the four population areas we serve are home to military bases including Ft. Sill, Altus AFB and Sheppard AFB. Ft Sill at any given time is not only home to basic trainees, but also trains army officers from around the globe. Ft Sill is home to the US Army Field Artillery School, Air Defense Artillery School, Basic Officer Leaders Course, Ft. Sill NCO Academy and Basic Training.

KCCU's staff from August 2022-September 2022, was comprised of five full-time employees and two contract engineers. Within the station unit, the General Manager was white male; identified as possessing a disability; the Station Manager/Operations Director is African-American female; our Development Director is white female; our News Director is white female, all born between the 1950's through the 1990's. Our contract engineers are white males.

Some of our staff members come from military families. Members of our staff have lived everywhere from Anchorage Alaska, to Germany. We have members of our staff who grew up here in southwest Oklahoma. We have staff members with disabilities and we have staff members who have family members with disabilities. KCCU also has broadcasting students using our facilities who write copy and produce audio for the station.

In non-pandemic years, KCCU is a proud Media Sponsor of the Lawton International Festival. We participate in the opening ceremony, the Parade of Nations. The Immigration and Naturalization Service holds its Citizenship Naturalization Ceremony. KCCU staffs a booth at the festival.

As our pledge to diversity, KCCU will undertake one of the following initiatives on an annual basis:

- Include 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 they serve and further public broadcasting's commitment to education;
- Participate in job fairs that promote diversity;
- Implement formal diversity training programs for management and appropriate staff; or
- Offer programs that are more reflective of our diverse community.

KCCU has striven to undertake at least one of our initiatives each year. In the last 2-3 years, our staff has taken online diversity training courses (certificates of completion are on file); participated in our communities International Festival by being on-site with a booth, by interviewing participants, and by providing Public Service Announcements (PSA's) about this event. Our staff has also done interviews and Public Service Announcements (PSA's) with the diverse people offering a variety of events taking place in our community.

In January 2014, KCCU began offering programming for our Native American audience. We have since added additional Native American programs. We air *National Native News* weekday evenings; *American Indian Living* Saturdays; at noon (a show that deals with Native American Health Issues) and *Native America Calling* Sunday afternoons.

KCCU also gives annual station tours to Leadership Lawton/Fort Sill a diverse group of community leaders; to local Boy Scouts of America troops; and to Open Doors (Educational Talent Search) a program that provides postsecondary information, personal counseling, career development, and academic support to students from our local school system in grades 6-12.

Going forward, KCCU management and staff plan to continue to implement at least one more of our initiatives each year and participate in diverse opportunities as they present themselves.