



Eastern New Mexico University



2022 KENW-TV/FM DIVERSITY STATEMENT

Rules and Regulations

KENW-TV/FM's hiring goal is to employ the most qualified employees that will best fulfill the needs as well exceed above and beyond to better the Broadcast Center. We are governed by a Board of Regents appointed by the Governor of the State. KENW-TV/FM and Eastern New Mexico University (ENMU) are Equal Opportunity Employers and actively seek to increase the diversity of the station. Eastern New Mexico University is a federally designated Hispanic-Serving Institution and member of Hispanic Association of Colleges and Universities.

According to Section 40-3 Recruitment and Hiring in the Eastern New Mexico Manual; The University is committed to taking the proper steps in creating a workforce in which it reflects the diversity of the local population, which is free of discrimination based on age, race/color, sex, national origin, religion, disability, or any other categories protected by law. It is the University's position that a diverse workforce enhances the ability to fulfill its mission. KENW-TV/FM fully complies and follows the same guidelines that Eastern New Mexico University uses in the hiring process.

Eastern New Mexico University is committed to creating a diverse environment and is proud to be an equal opportunity employer. The University complies with all applicable federal and state laws regarding nondiscrimination and affirmative action and does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age, disability, genetic information, veteran status, or any other protected status in its programs, activities, or employment. Eastern New Mexico University prohibits discrimination on the basis of sex in any education program, activity, employment and admission, and the University is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner.

Jessica Small, Internal Auditor/Affirmative Action Officer

Quay Hall (QH), Room 115

575.562.2218

ENMU does not discriminate on the basis of sex in its educational programs, activities, employment and admission, and the University is required by Title IX and 34 C.F.R. Part 106 not to discriminate in such a manner. The University is dedicated to allowing equal access to education by promoting diversity and developing a safe education environment for the campus community free from discrimination based on gender, including sexual harassment and sexual violence, whether committed by students, faculty, staff or third parties, such as prospective students, campus visitors, community members, etc. In our efforts to achieve this goal, the University has appointed a Title IX coordinator. The Title IX coordinator helps to provide a safe educational and work environment for the campus community by providing information about available on- and off-campus resources to monitor our campus climate, and to explain the University processes and to help individuals navigate through the system.

Pursuant to Title IX of the Educational Amendments of 1972 and 34 C.F.R. Part 106, Eastern New Mexico University's Title IX coordinator is the designated agent of the University with primary responsibility for coordinating University Title IX compliance efforts. The Title IX coordinator's responsibilities are critical to the development, implementation, and monitoring of meaningful efforts to comply with Title IX legislation, regulations, and case law. In broad terms, the Title IX coordinator oversees:

- Monitoring of University policy in relation to Title IX law developments
- Implementing grievance procedures, including notification, investigation, and disposition of complaints
- Providing educational materials and training for the campus community
- Conducting and/or coordinating investigations of complaints received pursuant to Title IX
- Ensuring a fair and neutral process for all parties
- Monitoring all other aspects of the University's Title IX compliance

Inquiries concerning the application of Title IX and 34 C.F.R. Part 106 may be referred to ENMU's Title IX Coordinator or to the Assistant Secretary for the Office for Civil Rights of United States Department of Education.

ENMU's Title IX coordinator is:

Linda Neel, Title IX Coordinator
 ENMU Station 2
 1500 S Ave K
 Portales, NM 88130
 575.562.2235, Linda.Neel@enmu.edu

Duties and responsibilities related to the coordination of the University's Title IX compliance efforts include, but are not limited to:

1. Notification and Education

- Inform members of the campus community of Title IX rights and responsibilities.
- Coordinate training for students and employees about their rights under Title IX, and ENMU's Title IX procedures.

2. Consultation, Investigation and Disposition

- Receive and process, in a timely manner, inquiries and/or complaints from students, faculty, staff and administrators regarding rights and responsibilities concerning harassing behavior or other discriminatory behavior in violation of Title IX.
- Receive and process, in a timely manner, inquiries and/or complaints from third parties who report suspicion of harassing behavior or other discriminatory behavior in violation of Title IX.
- Notify complainants of receipt of the complaint.
- Notify supervisor(s) of respondent that complaint has been made.
- Assign an investigator to investigate the alleged discrimination and/or harassment.
- Review findings of fact and recommendations for disposition of complaints.
- Notify all parties regarding disposition.
- Notify complainants of his or her right to pursue remedies outside of the University grievance process.
- Follow-up with parties regarding implementation of recommendations contained in disposition; seek assistance from parties' supervisors, if necessary to implement recommendations.
- Monitor compliance of all requirements and timelines specified in the complaint/grievance procedures.

3. Institutional Monitoring and Compliance Assurance

- Coordinate and monitor Title IX efforts of other delegates and University offices that receive and/or investigate complaints including, but not limited to, Human Resources, student judiciaries and the ENMU Department of Public Safety.
- Organize and maintain grievance files, disposition reports and other compiled records regarding complaints of sexual harassment and other discriminatory practices.
- Remain knowledgeable of current state and federal law and regulations and trends in the field of education related to harassment and other discriminatory practices that violate Title IX.
- Monitor University harassment policy and procedures to ensure compliance with state and federal law and regulations.
- Serve as a liaison officer to state and federal government compliance or investigation officers.

Board of Regents- Governance Representation

The Board of Regents consists of five members, one of whom is a member of the student body of the University. No more than three regents may be members of the same political party at the time of their appointments. At least four must be qualified electors of the state of New Mexico.

With the exception of the student regent, regents are appointed for six years. The term continues until the regent's successor is appointed and confirmed by the New Mexico Legislature.

The board is the highest governing body of the University. The legislature has expressly given to the board the power to sue parties and make contracts; to hire the University president and determine his or her compensation; to approve general areas of curriculum, such as new programs; and to approve compensation for University employees. The title to all property belonging to the University is vested in the board.

Under its broad responsibility for the management and control of the University, the board has the right to delegate duties and functions to the University president, who may in turn delegate these to members of his or her staff.

Members of the Eastern New Mexico University Board of Regents are (2 members are from minority groups, 2 female members and 3 male members);

- Mr. Lance Pyle- President
- Dr. Dan Patterson- Member
- Ms. Chandler Head- Student Regent, Secretary/Treasurer

- Ms. Trish Ruiz- Member
- Mr. Phillip Bustos- Member

Currently on our TV and Radio staff presently consists of 23:

- 4 full-time employees and 1 part-time employee for KENW-FM (KENW-FM had a vacant position for FY22 but has been filled in FY23)
 - 2 employees from minority groups
 - 2 female employees
 - 3 male employees
- 15 full-time employees and 4 part-time employees for KENW-TV employees.
 - 9 female employees
 - 2 retired annual annuitants
 - 5 employees from minority groups

For fiscal year 2022, we had the following 2 full time openings.

- KENW-TV Master Control Operator I Open: 09/09/2021 Filled: 11/29/2021
- News and Public Affairs Director- KENW-FM Open: 05/12/2021 Filled: 08/15/2022 (FY23)
- KENW-TV Master Control Operator I Open: 05/04/2022 Filled: 09/12/2022 (FY23)

KENW also hires work-study and student-hire students as part-time employees. For the 2021-2022 school year, we were able to hire 17 students, out of those students there was 8 minority students, 7 female students and 10 male students. We are also integrated with the Eastern New Mexico University College of Fine Arts curriculum where students do a practicum session if they have declared their major to be Communications emphasizing in the following; broadcast journalism, broadcast production and at times public relations. We had a total of 14 practicum students, out of those students there was 7 students were a minority, 5 female students and 9 male students.

Experience for all Students

KENW-TV/FM provides a training center for college students interested in a career in telecommunications. They receive training in various aspects of the mass media, and in turn, provide a valuable addition to the workforce of the Broadcast Center. Some of the most qualified students are employed as work-study and student-hire in various operational positions.

Other students work to earn credit through Broadcast workshops and to become proficient in the various skills required of a professional in the mass media. **News 3 New Mexico**, gives students

hands-on experience in producing a nightly television newscast under the supervision of our news director. This experience gives those who are interested in going into broadcast journalism a resume videotape that will help them get employment after graduation. **SportsLook** is a weekly regional sports show hosted by award-winning NM broadcaster Doc Elder and produced by ENMU students under the supervision of Allan Crawford, Producer/Director for KENW-TV. The series features coaches' interviews and analysis, along with game highlights from the major games of the week. The fall programs feature Eastern New Mexico University Men's Football, Women's Volleyball, Women's Soccer and Cross Country. In the spring, SportsLook highlights ENMU Men's and Women's Basketball, Track and Field, Men's Baseball and Women's Softball. SportsLook is the definitive sports program for and about ENMU, and it is also a hands-on lab for students in the Communication Department. The students learn valuable television production techniques in the field and in the studio, as they record and edit the program. The energy of the students, combined with the professional atmosphere of producing a weekly sports talk program, gives SportsLook a unique feel not usually found in local programs.

Culture in Programming

Cultura, a locally produced television series that airs every other week from August to May every year. The program features interviews from a multi-cultural perspective concerning current events that affect and shape our lives. Cultura invites community leaders for feature interviews, giving insight to their current situation. Students broadcast the program and are exposed to the culture while working on set which enhances their education.

Goals for Diversity

Nearly all KENW-TV/FM staff has participated in being part of hiring committees when positions are vacant. Each member of the committee is obligated to read all the documentation, rules and regulations for hiring as an Equal Opportunity Employer. Our Licensee, Eastern New Mexico University employs an internal auditor and Affirmative Action Officer to keep in compliance when hiring is taking place. The hiring system/software used is set up that age, gender, ethnicity, race, veteran status and disability are not visible for the hiring committee. Affirmative Action Indicators are provided by the Affirmative Action Officer in which those protected categories are set up on a number system where the higher the indicator, the more diverse the candidate is. The hiring committee is encouraged to choose a top candidate for the job that has a high indicator

number. KENW-TV-FM's hiring committees take into grave consideration of the indicators provided and the qualifications that the candidates attain to choose the best person to fill in the job.

Our goals are to educate and inform our management and staff of diversity, any and every rule and regulation that is present and how it is an important factor in the workplace. We continue to practice the guidelines of the University's Affirmative Action Policy in hiring both staff and students, and we fully comply with the Corporation for Public Broadcasting (CPB) directives.

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