



KRWG FM & TV
MSC TV22
New Mexico State University
P. O. Box 30001
Las Cruces, NM 88003-8001
575-646-2222

2012 KRWG TV Diversity Report

KRWG TV diversity statement – KRWG TV strives to reflect the diversity of our community in our hiring, programming, community outreach, and in all of the services we provide.

This reflects the diversity policy of New Mexico State University - Diversity is a key part of Building the Vision and the President's Goals for Success:

Strengthen our commitment to diversity of faculty, staff and students, anchoring our path to excellence in an unwavering commitment to access and inclusion.

Diversity contributes directly to the quality of learning for all who participate in university education. Along with reflecting diversity within the composition of our students, faculty and staff, it is important for the university community to be fully engaged across social and cultural differences. Integrating lessons from distinct cultural perspectives into the development of knowledge, skills and character is also essential.

The terms "diversity" and "underrepresented" encompass 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.

In addition to reflecting the diversity of our community, the Office of Federal Contract Compliance Programs (OFCCP) requires federal contractors like the New Mexico State University to conduct an assessment of the percentage of females and minorities in its workforce by job groups to the percentage of females and minorities with requisite skills available in the recruitment area. New Mexico State University is dedicated to providing equal employment opportunities in all areas of

occupation without regard to age, ancestry, color, mental or physical disability, gender, serious medical condition, national origin, race, religion, sexual orientation, gender identity, spousal affiliation, or veteran status, or genetic information, according to state and federal laws. This dedication extends to recruiting and hiring, promotion, and other personnel actions such as compensation, benefits, transfers, layoffs, terminations, training, education, tuition assistance, social and recreational programs. NMSU's comprehensive affirmative action program supports this effort. With the commitment of us all, we will continue to make progress toward the university's goal of including qualified minorities, women and persons with disabilities at every level of responsibility and endeavor in the university. Information regarding the above information can be requested through the Office of Institutional Equity, 575-646-3635 or at equity@nmsu.edu.

KRWG TV Internships & Work-study

As part of our commitment to further education in our community among a diverse population, KRWG TV partners with the Journalism Department to produce New22 which airs 3 days a week during the school year. New22 is a student run newscast and the only one to originate from Las Cruces. This program provides students with the opportunity to work in an environment that gives them professional experience both in front and behind the camera. KRWG TV also gives students the opportunity to gain professional level experience by working during our pledge drives. The student crew will work in varied positions that will include: camera operator, floor director, audio operator, technical director, producer, director, graphics operation, and playback.

EEO and Diversity on Campus

New Mexico State University is dedicated to providing equal employment opportunities in all areas of occupation without regard to age, ancestry, color, mental or physical disability, gender, serious medical condition, national origin, race, religion, sexual orientation, gender identity, spousal affiliation, or veteran status, according to state and federal laws. This dedication extends to recruiting and hiring, promotion, and other personnel actions such as compensation, benefits, transfers, layoffs, terminations, training, education, tuition assistance, social and recreational programs. NMSU's comprehensive affirmative action program supports this effort. A listing of applicable state and federal laws includes the following:

- Age Discrimination in Employment Act of 1975
- Americans With Disabilities Act of 1990

- Civil Rights Act of 1991
- Education Amendments of 1972, Title IX
- Executive Order 11141
- Executive Order 11246
- Equal Pay Act of 1963
- New Mexico Human Rights Act
- Pregnancy Act of 1978
- Section 504 of the Rehabilitation Act of 1973
- Titles VI and VII, Civil Rights Act of 1964
- Vietnam Era Veterans Readjustment Act of 1974

While employees are encouraged to resolve personnel issues through discussion with the immediate supervisor(s), employees may contact the director of the Office of Institutional Equity/EEO for consultation on discrimination matters at any time. If resolution is not attained, a formal or informal grievance may be filed with the Office of Institutional Equity/EEO. Employees shall be free to discuss matters with the director of the Office of Institutional Equity/EEO and file grievances without fear of reprisal.

A. Hostile Work/Academic Environment: A student or employee may file a claim based on offensive conduct or behavior that is sufficiently severe and/or pervasive to create a hostile work or academic-related environment. Non-discriminatory hostile environment issues are regarded management matters under the purview of the appropriate administrator.

B. Discrimination-Based Harassment: The university prohibits any unlawful practice of harassment in work or academic environments based on an individual's age, ancestry, color, mental or physical disability, gender, serious medical condition, national origin, race, religion, sexual orientation, gender identity, spousal affiliation, or veteran status. Any supervisor who engages in or condones any harassment of an employee/student based on discrimination will be sanctioned accordingly. All discrimination-based harassment, including third-party complaints, must be reported to the Office of Institutional Equity/EEO immediately.

C. Retaliation: The university prohibits any unlawful practice regarded as retribution or intimidation against any university employee or student who has in good faith: (a) opposed any discriminatory or employment practice covered by university policies/procedures or state/federal laws; (b) filed a complaint of discrimination or grievance with the Office of Institutional Equity/EEO or external state/federal agency with statutory jurisdiction over discrimination filings; (c) reported a discriminatory matter to a supervisor; or, (d) testified, assisted with, or participated in an investigation, proceeding, or hearing protected under same. Such retaliation in and of itself may result in disciplinary action, up to and including termination.

D. Grievances: Any person with a complaint of harassment or discrimination should, whenever possible, first indicate to the person or persons engaging in the inappropriate conduct that the conduct is unwelcome. If the inappropriate behavior persists, the aggrieved should either report the complaint to the appropriate supervisor or the director of the Office of Institutional Equity/EEO. All discrimination complaints made to a person in a position of authority must be reported immediately to the director of the Office of Institutional Equity/EEO regardless of whether or not permission was given by the complaining party. Discrimination grievances are to be filed within 15 working days of occurrence, unless extenuating circumstances warrant exception. All employees and students should be aware that the university is prepared to take action in a timely manner to prevent and remedy such behavior, and that individuals who engage in such behavior are subject to disciplinary action. All individuals are required to cooperate with any investigation in response to an allegation of harassment. Refusal to cooperate in an investigation may result in disciplinary action in accordance with university policy. Any disciplinary action may be appealed through the appropriate procedure. To the extent possible, every effort will be made to safeguard confidentiality, consistent with reporting obligations and the need to investigate promptly and thoroughly. Individuals should contact the following offices for clarification or assistance:

EEO: (575) 646-3635 Fax: (575) 646-2182 TDD: (575) 646-7802

ADA: (575) 646-2420 Fax: (575) 646-2806 TDD: (575) 646-7826

Affirmative Action: (575) 646-2420 Fax: (575) 646-2806 TDD: (575) 646-7826

With the commitment of us all, we will continue to make progress toward the university's goal of including qualified minorities, women, and persons with disabilities at every level of responsibility and endeavor in the university.

KRWG TV 2012 Hiring Statistics

| Position Title | Advertised Sources | White-Male | White-Female | Hispanic / Latino-Male | Hispanic / Latino-Female | Black or African American-Male | Black or African American-Female | American Indian/Alaska Native-Male | American Indian/Alaska Native-Female | Native Hawaiian or Other Pacific Islander-Male | Native Hawaiian or Other Pacific Islander-Female | Asian-Male | Asian-Female | Two or More - Male | Two or More - Female | Not Disclosed | Total Applicants |
|-------------------------|--------------------|------------|--------------|------------------------|--------------------------|--------------------------------|----------------------------------|------------------------------------|--------------------------------------|--|--|------------|--------------|--------------------|----------------------|---------------|------------------|
| Broadcast Spec.Sr | 1,2, 6, 7, 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| Broadcast Traffic Coord | 1,2,6 | 1 | 1 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 15 |
| Broadcast Tech | 1,2, 6,9 | 6 | 0 | 12 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 25 |
| Broadcast Spec, Inter | 1,2,6, | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 5 |

1 - NMSU Employment Website

2 - LC Bulletin

3 - LC Sun News

4 - El Paso Times

5 - Albuquerque Journal

6 - NM Broadcaster's Website

7 - CPB Website

8 - Current Magazine & Current.org

9 - TV Jobs.com

10- Society of Broadcast Engineers Website

11- JournalismJobs.com

Minority-serving Institutions

Minority-serving institutions (MSIs) are colleges and universities serving a large percentage of minority students. The Higher Education Act stipulates that ethnic minorities must represent more than 50% of total enrollment at these institutions. Typically, this numeric majority is made up a combination of ethnic minority groups rather than a single group.

Based upon these guidelines as determined by the Department of Education, the combination of minority groups must exceed 50 percent to be considered a minority serving institution. Using the percentages of students self-identifying as American Indian/Alaskan Native, Black (Non-Hispanic), and Hispanic (see table below), **the Carlsbad campus, Doña Ana campus, Grants campus and Las Cruces campus qualify as Minority Serving Institutions** as of Fall 2011. The Alamogordo campus of New Mexico State University does not qualify as a minority serving institution.

| Underrepresented Minority -- Fall 2011 | |
|--|---------------------------------|
| Campus | % of Underrepresented Minority* |
| Alamogordo | 44% |
| Carlsbad | 52% |
| Dona Ana | 73% |
| Grants | 60% |
| Las Cruces | 51% |

Diversity Resources

The Office of the Provost will work with the Office of Institutional Equity to disseminate diversity data on national availability by discipline on an annual basis to compare against NMSU's current standing.

NMSU Resources

[Employment Services](#)

[Office of the Executive Vice President and Provost](#)

[Office of Institutional Equity](#)

[Office of Training & Development](#)

Higher Education Resources

[Academic Careers Online](#)

[ALA JobLIST \(American Library Assoc.\)](#)

[The Chronicle of Higher Education](#)

[Higher Ed Jobs](#)

[Inside Higher Ed](#)

Affirmative Action Resources

[AAR/EEO Affirmative Action Register](#)

[American Association for Affirmative Action](#)

[Careers and the Disabled](#)

[Diverse On-line](#)

[Diversity First Jobs](#)

[Equality Magazines](#)

[Insight into Diversity](#)

African American Resources

[American Association of Blacks in Higher Education](#)

[Blacks in Higher Ed](#)

[The Journal of Blacks in Higher Education](#)

[The Management Faculty of Color Association, Inc.](#)

Asian Resources

[Asian-Jobs.com](#)

[Asians in Higher Ed](#)

Hispanic/Latino Resources

[HACU](#)

[Hispanic-Jobs.com](#)

[The Hispanic Outlook in Higher Education Magazine](#)

[Latinos in Higher Education](#)

Native American Resources

[Harvard University Native American Program](#)

[Indian Country Today](#)

[Native American Times](#)

[News From Indian Country](#)

[Tribal College Journal](#)

[Winds of Change \(Published by the American Indian Science and Engineering Society\)](#)

Resources for Women

[American Council on Education \(Office of Women in Higher Education\)](#)

[Women in Higher Education](#)