



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

## 2013 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.**

As reflected in New Mexico State University's strategic plan, Vision 2020, NMSU takes pride in the history and diversity of the state of New Mexico. The university honors and respects its land-grant mission, its designation as a Hispanic and minority-serving institution, and the sovereign relationship that exists between American Indian Pueblos, Nations and Tribes, and the United States. NMSU seeks to be responsive to the needs of the State and its people.

Diversity contributes directly to the quality of learning for all who participate in university education. In addition to our NMSU community reflecting diversity within the composition of our students, faculty and staff, full engagement of the university community across social and cultural differences is crucial. Equally essential is the integration of lessons from a variety of cultural perspectives into the development of student knowledge, skills and character.

The term "diversity" 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), Executive Order 11246, 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, veterans, 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](mailto: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 2013 Hiring Statistics

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## **Celebrating Diversity**

NMSU is classified as a Hispanic-serving institution by the U.S. Department of Education and is a member of the Hispanic Association of Colleges and Universities. Our student population on the Las Cruces campus is 45 percent Hispanic\*; other minorities that make up the student body include American Indians, Asians and African-Americans. Historically, NMSU has supported minorities in their academic goals--in fact, we admitted an African-American woman in 1928, well ahead of most other institutions of higher education. The university offers a multitude of support services to all students; interested minorities may also take advantage of the American Indian Program, Black Programs and Chicano Programs offices.

- NMSU was selected as an inaugural recipient of the Higher Education Excellence in Diversity (HEED) award by INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education.
- A National Science Foundation academic research and development expenditures survey (2010 statistics, the most current issued by the NSF) ranked NMSU 3rd nationally in research and development expenditures at Hispanic-serving institutions--we're #1 in that category among universities without medical schools.
- Forbes ranks NMSU 13th in the nation among the best colleges for helping minorities to succeed in the fields of science, technology, engineering and math.
- Diverse Issues in Higher Education recognizes our success in conferring bachelor's degrees to minority students. NMSU ranks 19th on the list of Top 100 Degree Producers for bachelor degrees awarded to American Indian students (all disciplines combined) and 28th for the number of bachelor degrees awarded to Hispanic students (all disciplines combined).
- Also, according to Diverse: Issues in Higher Education, NMSU ranked number one for the number of master's level public health degrees awarded to Native American students, and 11th for the number of undergraduate nursing degrees awarded to Hispanic students.
- The Hispanic Outlook in Higher Education rates NMSU as a top school serving Hispanic students. We rank 26th out of 100 colleges/universities granting undergraduate and graduate degrees to Hispanics and 27th in full-time enrollment of Hispanic undergraduate and graduate students. NMSU is in the top 10 in awarding bachelor's degrees in education-specifically, teaching and special education-and in journalism.

\*As of 9.16.13 the student population on the Las Cruces campus is approximately 47 percent Hispanic.

## **Diversity Resources**

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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.

The links listed below are intended to provide a wide selection of diversity related information, from employment opportunities to diversity data and statistics from a wide range of organizations and government agencies.

### **NMSU Resources**

[Employment Services](#)

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

[Office of Institutional Equity](#)

### **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](#)