

## KUT Diversity Statement

KUT is committed to producing and delivering content, and to fostering a work culture that is constantly exploring the full diversity of human experience.

To meet our mission of creating meaningful experiences that deepen understanding and connect people, KUT has set a strategic objective to extend its audience reach, use and diversity, and give voice to the changing characteristics of our community.

As we do so, we regularly explore how this commitment becomes part of our daily work and set goals and activities in order to chart progress.

The ultimate governance of KUT flows to The University of Texas System [Board of Regents](#) – the make-up of which is determined by the Governor. UT however, has substantial diversity goals and resources, and we have established an Advisory Board for KUT.

KUT Radio is licensed to The University of Texas at Austin. The University’s Division of Diversity and Community Engagement maintains a [strategic plan](#) that helps guide efforts across the campus community, including KUT.

KUT has established an Advisory Board to provide financial support, as well as advice and direction on community issues and the station’s public service strategy. The Advisory Board is reflective of many attributes of diversity and the Board and station management work year-round to identify candidates who will help the station more deeply engage with the community.

The KUT workforce is relatively small with a low rate of turnover. As vacancies and new positions emerge we are guided by The University of Texas at Austin’s nondiscrimination policy, and disability accommodations for applicants, as well as the university’s commitments to equal opportunity and diversity.

Recent examples of KUT’s progress to embrace diversity include:

In September 2014, KUT staff participated in a series of diversity training sessions facilitated by NPR staff.

KUT’s music service, KUTX, has hosted three “MapJam” live music festivals (since 2012) in East Austin, a collection of historically African American and Hispanic neighborhoods in Austin.

KUT News hosted a series of in-district Austin City Council candidate forums for community members in all 10 of Austin’s geographic districts (September and October 2014).

KUT employees are required to complete online training modules on the university’s equal employment opportunity policies every two years.

KUTs interns and work-study students represent a strong diversity of race, ethnicity, faith and gender, as well as diversity of class, geography and country of origin. KUT staff

regularly participates in job, internship and work-study job fairs at The University of Texas at Austin, the Moody College of Communication and Huston-Tillotson University, as well as other area job fairs based on KUT's recruiting needs.

KUT posts open positions with local and national organizations, and sends posting notices to diverse organizations ranging from the Texas Association of Broadcasters, to American Women in Radio & Television, to the National Association of Minority Media, to the National Association of Hispanic Journalists, to list a few.

Some of KUT's diversity goals over the coming year include:

Strategic employment recruitment from professional and civic organizations with a diverse membership base.

Provide additional topical area training for managers and staff, and encourage and support staff to seek out other training to improve their understanding and appreciation of diversity.

Implement strategies and tactics to expand diversity of sources and to be aware of the roles that diverse voices represent in our stories and content.