

## **KPBT-TV/Basin PBS Diversity Policy and Goals**

Basin PBS strives to reflect the diversity of the communities it serves in all facets, including programming content, staffing, marketing, media relations and vendor relationships.

### **Commitment to Diversity**

Basin PBS, as an affiliate to the nation's leading source of quality programming and other telecommunications services, recognizes that we live in a rapidly changing global marketplace and values diverse perspectives, experience and traditions. Basin PBS is committed to providing programs, products and services that respond to the educational and informational needs of the diverse cultures within our society. The organization is committed to maintaining a diverse staff at all levels and seeks to work with producers and other service providers that have diverse workforces as well. These efforts enable Basin PBS to complete more effectively in today's broadening global marketplace.

**It is the policy of KPBT-TV to provide equal opportunity in employment and a dynamic work environment in which all employees are treated with respect and dignity.**

### **Goals**

- KPBT-TV is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of age, sex, color, race, creed, national origin, religion, marital status, veteran status, disability, genetic background or other protected groups under state or federal law.
- KPBT-TV strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.
- KPBT-TV strives to ensure that employees and board members are recruited from a pool of diverse candidates.
- KPBT-TV management will strive to intentionally include diverse candidates when seeking application for employment positions. The human resources department/GM will contact job centers and/or employment agencies located in the area. The goal of this process will be to create a workforce that closely resembles the composition of the viewing area.
- KPBT-TV is committed to providing programs, products and services that respond to the educational and informational needs of a diverse Permian Basin; and,
- KPBT-TV will seek to do business with diverse producers and other service providers (vendors and suppliers) and/or entities that have diverse workforces.

### **Boards**

**Board of Directors:** The Chair shall seek counsel regarding selection of a pool of potential KPBT-TV Board members from the viewing area, in order to enhance the diversity within the board.

The goal of this process will be to create a board that closely resembles the diverse makeup of the viewing area.

**Community Advisory Board:** The community advisory board of KPBT-TV provides feedback and general advice to the station as it relates to the overall service to the region. By reviewing potential programs and station initiatives, the committee serves as a connection between the station and the communities it serves. The composition of the advisory board should be reasonably representative of the diverse needs and interest of the communities served by the station.

**Ratified by the KPBT Board of Directors 9/2016**

**EEO Policy:**

KPBT-TV provides equal employment opportunity to all applicants and employees without regard to age, sex, color, race, creed, national origin, religion, marital status, veteran status, disability, genetic background or other protected groups under state or federal law.

**Ratified by the KPBT Board of Directors 9/2016**

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