

May 2023

KMOS-TV Diversity Statement

Statement of position

As a PBS Member station that is owned and operated by the University of Central Missouri, KMOS-TV values the diversity of its viewers, members, staff, students, and management. KMOS-TV will always endeavor to bring diverse and unique stories about the local people and communities it serves through its online and on-air content.

KMOS continues to actively recruit diverse staff and students through local job fairs and organizations (such as, but not limited to, the University of Central Missouri's Association of Black Collegians) to attract student staff, interns, and volunteers to work at KMOS.

Diversity is essential to the work of KMOS and PBS, as such KMOS values the diversity of its staff and viewers. KMOS will work with the community to bring stories of minority and underserved audiences to its viewers across central Missouri.

KMOS staff from its full-time members to its part time students represent a diverse group of individuals from many groups such as Black Americans, Africans, Hispanic Americans, Caucasian Americans, the differently abled and members of the LGBTQ community. KMOS' governing board is the UCM Board of Governors which includes minority members.

KMOS regularly reviews its diversity statement and mission internally as well as with the KMOS Community Advisory Board and members of the University of Central Missouri's leadership team.

During fiscal year 2024 (July 1st 2023-June 30th 2024) KMOS will undergo a review of its community advisory board policies and procedures in order to ensure that it can attract a representative and diverse pool of candidates to serve on the community advisory board. This is an effort to further determine underserved and underrepresented groups in its viewing area.

KMOS Educational Mission

As part of the University of Central Missouri, KMOS-TV serves as a real world learning lab for UCM students in providing a unique educational experience for students regardless of age, race, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, or any other legally protected class. Student participation can take the form of volunteering, student employment, practicums and internships. With this expansive variety of opportunities, it is the practice of KMOS-TV to ensure that the diversity of the University and its viewing area is represented in its student talent pool.

KMOS Hiring Practices

KMOS-TV firmly believes in finding the right person for the job, and in doing so every position it fills is advertised to the broadest extent practical, ensuring that KMOS-TV has a significantly diverse pool of qualified candidates from which to choose. KMOS-TV, as part of the University of Central Missouri, is an equal opportunity employer.

KMOS Governing/Advisory Boards

KMOS-TV's leadership board is the UCM Board of Governors, who are appointed by the Governor of Missouri with the advice and consent of the Missouri Senate. As a state entity it is prohibited to discriminate against appointees of this board on the bases of age, ethnicity, culture, religion, national origin, economic status, sex, race or gender.

KMOS-TV also maintains a Community Advisory Board and as codified by the CAB bylaws KMOS-TV will undertake good faith efforts to ensure the Community Advisory Board reasonably reflects the diverse needs and interests of the community served by the board.

Diversity Statement Review and Goals

KMOS-TV will annually review its Diversity Statement to ensure that it is compliant with all local, state and federal laws and requirements, including the requirements of the Corporation for Public Broadcasting. Further, KMOS-TV will regularly review census and other demographic datasets of its viewing area to ensure that the diversity of its population is represented in its staff (student and professional) and advisory board. It is the goal of KMOS-TV to make all of its broadcast content, community events and educational outreach available to the widest most diverse audience possible.

Corporation for Public Broadcasting Diversity Statement Requirements

The Communications Act requires CPB to support diverse non-commercial educational content for unserved and underserved audiences. CPB's goal, therefore, is to support stations in providing a wide variety of educational, informational, and cultural content that addresses the following elements of diversity: gender, age, race, ethnicity, culture, religion, national origin, and economic status. It is appropriate that Grantees engage in practices designed to reflect such diversity of the populations they serve. In support of these objectives, Grantees must comply with the following.

- A. Annual Review:** Annually review and make any necessary revisions to the station's established diversity goal for its workforce, management, and boards, including community advisory boards and governing boards having governance responsibilities specific to or limited to broadcast stations.
- B. Diversity Statement:** Undertake the following to achieve Grantee's diversity goal:
 - 1.** Annually review with the station's governing board or Licensee Official:
 - a.** the diversity goal and any revisions thereto; and
 - b.** practices designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (47 C.F.R. § 73.2080).
 - 2.** Maintain on its website or make available at its central office, a diversity statement (approximately 500 words) that reflects on the following points, reviewing and updating the same annually with station management:
 - a.** the elements of diversity that Grantee finds important to its public media work;
 - b.** the extent to which Grantee's staff and governance reflect such diversity;
 - c.** the progress Grantee has made to increase its diversity in the last two to three years; and
 - d.** Grantee's diversity plans for the coming year.
- C. Annual Initiative:** Undertake one of the following initiatives on an annual basis:
 - 1.** include individuals representing the diverse groups served by Grantee for internships or work-study programs, which must be designed to provide meaningful professional-level experience and further public broadcasting's commitment to education;
 - 2.** include qualified diverse candidates in any slate of individuals considered for positions on elected governing boards that Grantee controls
 - 3.** provide diversity training for members of Licensee's governing body or board of directors;
 - 4.** participate in minority or other diversity job fairs; or
 - 5.** provide diversity training for management and appropriate staff.
- D. Recruiting:** Grantees are strongly encouraged to interview at least one qualified diversity candidate for each senior leadership position hire. The term "senior leadership position" includes: Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief Content Officer, General Manager, and other equivalent positions.