

Diversity Eligibility Initiatives

CPB policy requires each Grantee to have:

(1) Established a formal goal of diversity in its workforce, management and boards, including community advisory boards and governing boards having governance responsibilities specific to or limited to broadcast stations.

KBUT updated its diversity policy on May 5, 2014 to state:

KBUT strives for diverse representation in its workforce, management and boards, including its board of directors, community advisory board and volunteer staff. KBUT recognizes that diverse representation may include characteristics such as gender, age, culture, race, permanent and part-time residents and representation from different communities in our geographic listening area.

(2) Review with the station's governing board or licensee official those practices that are designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines (see 47C.F.R. Sec. 73.2080).

Crested Butte Mountain Educational Radio, Inc.'s Board of Directors reviewed the FCC's 47 CFR §73.2080 guidelines at its May 5, 2014 meeting.

(3) CPB asks each radio CSG recipient to prepare and post on its website a brief statement (about 500 words) that reflects the following points.

- The elements of diversity (e.g., gender, race, culture, religion, language, generation) that the CSG recipient finds important to its public media work.

KBUT Statement:

As a community broadcaster, KBUT is committed to diversity in its programming, community outreach, staffing and volunteer recruitment. KBUT endeavors to serve and engage a wide spectrum of listeners to include multiple generations, year round residents, seasonal residents,

students, residents throughout the geographic area we serve, and all types of people of various backgrounds. KBUT strives to attract diverse participation in its events, outreach and training opportunities.

Diversity Statement posted on KBUT's website under the tab "About" and "Diversity Statement"

- The extent to which its staff and governance reflect such diversity.

Presently, the makeup of KBUT's constituencies include:

(2015) Paid Professional Staff: 3 men, 2 women. Staff is multi-generational.

(2013 and 2014) One staff member was Native American.

(2015) Our Board of Directors Includes five men and four women. One board member is Hispanic. Our board also includes members who reside in various communities of our listening area. Different communities in our geographic area are represented on our Board of Directors. In 2014 KBUT's board included one Asian American member and one member of East Indian origin.

On-Air Volunteer Staff: a mix of young and older volunteers with diverse backgrounds and from different communities in our listening area.

Advisory Board: 3 men, 2 women from several age groups. Different communities in our geographic area are represented on our Community Advisory Board.

KBUT endeavors to attract and equally welcome employees, volunteers and board members of all protected classes, including age, gender, race, color, nationality, religion, veteran status, disability, and sexual orientation.

- The progress the recipient has made to increase its diversity in the last two or three years and its diversity plans in the coming period.

As previously noted KBUT has historically been committed to diversity in its programming service, community engagement and recruitment practices. In recent years KBUT

has made greater efforts to include seasonal residents in its volunteer training programs and on-air volunteer staff and KBUT plans to continue to recruit student interns and to recruit seasonal residents for volunteer on-air training in 2015 and 2016. KBUT also plans to attend student outreach programs and fairs at Western State Colorado University and to participate in online statewide job fairs.

In addition, Grantees shall undertake at least one of the following five initiatives on an annual basis:

1. Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities they serve and further public broadcasting's commitment to education.

This year (2015) KBUT is acting under initiative #1:

KBUT contracted a summer student intern from Western State Colorado University. The student was an African American. KBUT also plans to continue to recruit seasonal residents for our volunteer on-air training program and to participate in a student intern program with Western State Colorado University.

2. Include qualified diverse candidates in any slate of candidates for elected governing boards that the Grantee controls.

3. Implement a diversity training program for members of the organization's governing board of directors on an annual basis.

4. Participate in minority or other diversity job fair.

5. Implement formal diversity training programs for management and appropriate staff.