

## KUAC EEO Narrative Statement 2024

KUAC actively utilizes a variety of methods to achieve broad and inclusive outreach in order to develop diverse recruitments to fill open positions. As a licensee of the University of Alaska, a state institution, KUAC is bound by the same rules and regulations governing the hiring practices set forth by the State of Alaska and the University of Alaska Board of Regents. The University of Alaska Fairbanks is an Affirmative Action/Equal Opportunity Employer and educational institution and prohibits illegal discrimination of any kind.

Because of Alaska's distance and Fairbanks' remoteness within the state, recruitment can be a challenge for BIPOC candidates. KUAC is fortunate to be licensed to a university that attracts many BIPOC students, employees, and families, and is located near two military installations that have BIPOC family members who seek employment during their soldiers' deployments/station in Interior Alaska.

KUAC regularly evaluates its applicant pools and adjusts its strategies in order to gain broader diversity. The station's outreach includes local and regional news sites, various local websites, social media, local community service and advocacy organizations, the Alaska Broadcasters Association, LinkedIn, the Corporation for Public Broadcasting, and Indeed. KUAC also participates in High School and University career days and utilizes a strong community "word of mouth" system within each of our translator communities.

KUAC, in conjunction with the University of Alaska Fairbanks, provides current employees with training opportunities, free of charge – both internally and at local, statewide, and national conferences – to gain skills that improve their qualifications and increase their opportunity for internal promotion and/or rise to management positions either at KUAC or at another broadcast station. All regular employees at the University are entitled to receive tuition waivers for free classes as a benefit of employment. If the classes an employee chooses are deemed beneficial to their current or future capacity, the employee is permitted to attend those classes during business hours. KUAC has the same comprehensive benefits package as the University of Alaska including insurance, retirement, paid leave, etc.

KUAC Management works directly with the office of Equity & Compliance at the University in order to maintain the most up-to-date training and policies affecting employment policies and actions, and ensuring equal opportunity is met by taking affirmative actions.

KUAC had very few full-time vacancies in the past three years, with only two full-time open positions to fill in 2023-2024 (one filled by a female, and one filled by an African American male) and none in 2022-2023, and 2021-2022.