

## **KUAC Diversity Eligibility Criteria Effective March 23, 2021**

This report reflects the diversity action plan for KUAC at the University of Alaska Fairbanks. It is the overarching objective of this organization to ensure that employment opportunities are open to all citizens, that workforce representation is in parity with the civilian labor force and that KUAC institutionalizes key elements of inclusion. Provided within this report is a preliminary analysis of the current status and an action plan to ensure diversity eligibility in accordance with TV CSG Compliance Requirements.

### **KUAC Overview and Background**

On Oct. 1, 1962, KUAC-FM 104.7 signed on the air, broadcasting from Constitution Hall on the campus of the University of Alaska Fairbanks. As the strains of Beethoven's Emperor Concerto filled the airwaves, local residents heard a new voice in the wilderness allowing Fairbanks to listen in on the rest of the world. Just nine years later, before the end of 1971, KUAC-TV 9 signed on the air between the hours of 5 and 10 p.m., introducing Alaskans to Big Bird and his pals from Sesame Street, Mister Rogers' Neighborhood, William F. Buckley's Firing Line and Masterpiece Theatre, opening a window onto the world. Following in the Alaskan tradition, both KUAC-FM and KUAC-TV were the first public radio and television stations in the 49th state. They were established so that Alaskans would have access to the same opportunities as other Americans. Connecting Alaska to the world was a challenge for broadcasters in those days. Over the years, many people have given their best efforts, their volunteer time, and their financial support to make it happen. Over the last 59 years, much has changed. However, the core purpose remains the same: Improving lives through broadcasting. Today, KUAC-FM 89.9 broadcasts at 38 kW from Ester Dome near Fairbanks and is heard on translators throughout interior Alaska and KUAC FM has begun broadcasting in HD to our transmitter communities. KUAC-TV 9 broadcasts at 30 kW from Bender Mountain and is also seen on translators. On June 1, 2004 KUAC-DT (digital television) began broadcasting the state's first Digital Public Television service 24 hours each day. KUAC provides even greater opportunities for programming to Alaskans with 4 additional digital television channels - WORLD, Create, PBS Kids (24-hour channel) and UATV offering educational, public affairs, entertainment, and how-to instructional programs and has an audio-only channel broadcasting KUAC FM to televisions throughout the Interior.

### **Diversity Action Plan – Required Actions**

**POLICY:** KUAC employees are funded and hired through the University of Alaska Fairbanks (UAF). Therefore, KUAC employees are subject to the policies and procedures of the University. University of Alaska Board of Regents' and UAF policies are published and available at the Board of Regents' and UAF website. Additionally, an annual statement is issued by UAF. Included in these policies are established processes for raising complaints of discrimination. KUAC operates with a small workforce totaling 28 employees. Representation by Sex: 15 female employees and 13 males.

Representation by Race: The KUAC workforce consists of 3 Alaska Natives and 1 African American. The total representation of Whites is 86% of the workforce. Representation by Ethnicity: There is no Hispanic or Latino representation in the KUAC workforce.

DIVERSITY TRAINING PLAN: KUAC's diversity training plan was designed to improve interpersonal skills, build cultural competence and inform the workforce of policies, rights and avenues of redress available to them. The training is mandatory for managers and highly encouraged for other staff members.

INTERNSHIP OR WORK STUDY PROGRAM: In an effort to expand opportunity and build a more inclusive workplace, KUAC participates in an internship program, focusing on real world broadcast experience for students.