11/18/2024

Community Representation Statement-FY2025

Diversity and inclusiveness throughout KSMQ Public Television are important for the success of our organization. We are stronger, more credible, and more effective when our board of directors, regional advisory committee, management, and staff include qualified individuals with backgrounds, cultures and traditions that are varied and reflect our region's diversity.

We are committed to fostering an environment where all staff, volunteers and members of the public are treated with respect, dignity, and equality. Our diversity policy is designed to support our mission of providing high-quality public television programming and services that both reflect the diversity of our viewing area and amplify the voices of marginalized and underserved groups.

Recruitment and Retention

KSMQ Public Television is committed to attracting and retaining a diverse workforce that reflects the diversity of the communities we serve with respect to race, ethnicity, gender, age, religion, sexual orientation, and gender identity. KSMQ will also provide ongoing training and development opportunities for staff to promote diversity and inclusion that will include topics such as harassment, implicit bias, cultural competency, and anti-racism.

Programming and Services

KSMQ is committed to providing content and services that respond to the educational, cultural, and informational needs of the diverse population within our community. We will work to create partnerships with community leaders and organizations to ensure that we are providing programming and services that meet the needs and interests of our diverse audiences.

Board and Regional Advisory Council

KSMQ is committed to having a Board of Directors and Regional Advisory Committee that represents the diversity of the communities we serve. When recruiting potential new members for the Board or RAC, KSMQ will strive for diversity of membership by race, ethnicity, gender, age, religion, sexual orientation, gender identity.