



KRVM Diversity Plan

September 18, 2017

KRVM is licensed by the Eugene School District 4J

It is the policy of Eugene School District 4J Board of Directors to provide equal employment opportunity to all qualified persons and to prohibit discrimination or harassment in employment on the basis of race, color, national origin, sex (gender), marital status, sexual orientation, age, pregnancy, disability, religion, or veteran status.

The Eugene School District 4J Board of Directors recognizes the importance of workforce diversity and its role in the education of its students. Therefore, the board has established and implemented a Workforce Diversity Plan which contains two major objectives:

1. The Workforce Diversity Plan is intended to promote nondiscrimination and the respecting and valuing of diversity in all employment matters.
2. The Workforce Diversity Plan is also intended to promote the recruitment, hiring, advancement and retention of racial/ethnic minorities, women (and in some cases men) and people with disabilities in all segments of the district workforce.

As a public radio station, KRVM provides a wide variety of music and programming to educate and serve our community. The volunteer DJs at KRVM reflect a diverse group, providing music from many social and economic backgrounds. Examples include two hours a week of "Indian Time" one of only two American Indian programs aired in Oregon; two hours of "Rock en El Centro" in Spanish. In addition, we air programs like "Soul City", "Zion Train" (Reggae), "Sounds Global" and "Women in Music". In July of 2017, the long time host of Indian Time retired and the Program Director has reached out to various Native American groups in our community to recruit a new host for Indian Time.

At KRVM, the staff of 4.5 full time employees consists of 2 full-time female employees, 2 male full-time employees and 1 male part-time employee. The ages range from the 30's to the 60's. In addition, one of the employees has a disability. The students that participate in the radio broadcasting class also represent a diverse group, coming from varying social and economic backgrounds.

KRVM continues to review the diversity of our community and members. We also ask contributors during our fundraisers what programming and music they like to listen to. This provides our program director with guidance on areas of music programming we may want to consider adding to our schedule.

KRVM - Annual Diversity Initiatives

1. Internships or work study – KRVM offers 10 -14 students each term, the opportunity to try out radio broadcasting. The students represent a diverse group from varying social and economic backgrounds. In addition, we provide a work study opportunity to one student each term.
2. Review District's diversity plan with staff annually – Each year, the Station Manager will review with the staff the 4J School District Diversity objectives and discuss how the KRVM on-air programming should reflect the different communities we serve. We reached out to the volunteer hosts and requested information and contacts for our Focus on Community segment. In addition, during "Indian Times" and "Rock en El Centro", the on-air hosts provide information on community events that are of interest to minority groups in our listening area.
3. Participate in minority or diversity job fair – KRVM participated in job fairs at the University of Oregon and Lane Community College. Both of the job fairs attract a very diverse group of attendees and our staff provides information to the attendees on the staff and volunteer opportunities available at KRVM.