

# KFAI Diversity Statement

## KFAI Mission Statement

*KFAI is a volunteer-based community radio station that exists to broadcast information, arts and entertainment programming for an audience of diverse racial, social and economic backgrounds. By providing a voice for people ignored or misrepresented by mainstream media, KFAI increases understanding between peoples and communities, while fostering the values of democracy and social justice.*

Diversity is central to our concept of community at KFAI. KFAI strives to create programming for everyone in the Twin Cities, and especially those audiences for whom culturally-specific entertainment and information is not readily available. While the mix of public affairs, multicultural music, and 8 languages spoken on air may at first seem disconnected, we continue to hear from listeners that it is this kind of program that fulfills so many of the community's needs.

KFAI's commitment to diversity extends from our mission to create programming for underserved listeners to our care for maintaining diversity in the board, committees, management, and staff that carry out this mission.

## Equal Employment Opportunity Statement:

*Applicants for employment shall be considered without regard to race, gender identity, gender expression, age, religion, national origin, political preference, marital status, sexual preference, source of income, or any other non-job related factor. Physical or mental disability shall be considered only as they may relate to bona fide job requirements.*

*An employee's race, gender identity, gender expression, age, religion, national origin, political preference, source of income, or any other non-job related factor shall not be considered when evaluating performance, assigning job duties, and determining salary, benefits, and other conditions of employment. Physical or mental disability shall be considered only as they relate to bona fide job requirements.*

*KFAI is an Affirmative Action/Equal Opportunity Employer.*

In recent years, KFAI has welcomed new volunteers, interns, program hosts, staff, and board and committee members to broaden the station's diversity in representation and program offerings. We plan to continue these efforts, as well as develop new programs to bring underrepresented voices and music to our airwaves.

In the coming year, KFAI intends to promote diversity by actively recruiting BIPOC volunteers and creating systems for sharing the knowledge and resources behind production. KFAI will also partner with young people of color to help them jumpstart shows in a new local podcast network. KFAI hopes to sustainably promote equitable access to the airwaves by using this framework and new portable equipment to meet community members where they are in the future.