



KHFM's Diversity Statement

The American General Media Foundation, is the holder of the FCC license for 95.5 KHFM. KHFM's primary listening area is the City of Santa Fe, Albuquerque, Taos, Ruidoso, and Roswell, and the surrounding counties of: Santa Fe, Bernalillo, Los Alamos, Lincoln, Chaves, Sandoval, Valencia, Taos and Torrance. Coverage is extended by repeater translators in Roswell and Ruidoso, NM.

KHFM is an equal opportunity employer committed to creating and supporting a workplace environment that leverages the skills and diverse perspectives of our staff and board members. KHFM's mission is to provide access to classical music for New Mexican audiences and beyond on the air and online. KHFM endeavors to promote and support live music, the performing and visual arts, and arts continuing education in New Mexico. KHFM is committed to promoting New Mexico arts and artists worldwide

We believe our mission is best fulfilled when we strive to understand and respond to the diversity present in our community. To that end, KHFM does not discriminate against individuals in hiring, employment or promotion based on ethnicity, race, gender, gender identity, sexual orientation, marital status, age, religion, creed, national origin, citizenship, culture, socioeconomic condition, physical and mental ability, genetics, veteran or military status, political belief and experience. We value an inclusive workplace, and strive to build a culture that practices equity, fairness, and respect for all as we serve the needs and interests of our increasingly diverse audience.

KHFM's goal is to have a wide representation of thought, ethnicity, gender and age represented on the staff and in the programming we provide. We affirm that we will participate each year in required initiatives aimed at increasing diversity.

STAFF:

KHFM has 2 full-time employees. One is female and the other is male. We currently do not have any positions open and did not hire anyone in calendar year 2020.

COMMUNITY ADVISORY BOARD:

Of the twelve-member Community Advisory Board, there are three Hispanics, one Native American, and one African- American member(s).

GOVERNANCE:

Of the 5-member Board of Trustees, two are female. The chairman of the Board is female. The Secretary of the board is an Hispanic female. The board therefore is 40% female and 20% Hispanic.

REVIEW OF STATION PRACTICES

In response to recent protests in the community by people of color and in coordination with the CAB, KHFM performed an audit of music and programming with the goal of creating a more inclusive music library. This is a continuing project and one that will result in the inclusion of art music from lesser known composers of color.

In 2020, there were no open staff or board positions to be filled. KHFM provided diversity training for management and staff.

DIVERSITY AND INCLUSION INITIATIVES FOR THE COMING YEAR

KHFM commits to completing one of the following initiatives:

1. include individuals representing the diverse groups served by Grantee for internships or work-study programs, which must be designed to provide meaningful professional-level experience and further public broadcasting's commitment to education;
2. include qualified diverse candidates in any slate of individuals considered for positions on elected governing boards that Grantee controls;
3. provide diversity training for members of Licensee's governing body or board of directors;
4. participate in minority or other diversity job fairs; or
5. provide diversity training for management and appropriate staff.