



## **KHFM's Diversity Statement** –Updated May 2024

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 3 full-time employees. Two are female and the other is male. One full-time employee was hired in 2023 in a part-time capacity, and her role was subsequently expanded to full-time. KHFM consulted with multiple experts in the field of hiring to determine that job posting language and hiring procedures were accessible and inclusive, that our salary range was transparent, and that our requirements honored and valued a wide range of work experiences in evaluating job skills and readiness.

### **COMMUNITY ADVISORY BOARD:**

Of the 23-member Community Advisory Board, there are representatives from 13 local arts/education organizations, three foundations or financial services entities, and the remaining 7 members represent varied areas of community interest.

### **GOVERNANCE:**

Of the 4-member Board of Trustees, one (the chairperson of the board) is female. The board therefore is 25% female.

**REVIEW OF STATION PRACTICES:**

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 has resulted in the inclusion of art music from lesser known BIPOC and women composers. Since 2020, KHFM has provided diversity, equity, and inclusion 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.