

KAET-Phoenix Delivers ... *Diversity*

Through ASU's Imperatives of Excellence, Access, and Impact

As a non-academic unit of Arizona State University, personnel processes are governed by Arizona State University Policies and Procedures and approved by the Arizona Board of Regents (<https://inclusion.asu.edu/>).

As an equal opportunity employer, KAET-Phoenix (known locally as Arizona PBS) and Arizona State University are committed to the recruitment, retention, and development of diverse classified and administrative staff and service professionals. ASU is building an inclusive workforce by actively pursuing qualified employees from a wide range of ages, ethnicities, races, experiences, interests, and cultures.

Our workforce displays passion, innovation, skill, and intellectual curiosity and takes pride in its connection to the local community by providing excellence through quality programming, access through media, reaching 85% of Arizona citizens, and impact by providing the people of Arizona with learning opportunities, information, related resources, and community outreach efforts.

Implemented Diversity Initiatives

OUTREACH

A. Job opportunities are announced and posted with organizations and job banks of broad-based membership, including many that specifically serve women and minorities such as Chicanos Par La Causa, Arizona Business and Professional Women, Greater Phoenix Urban League, Family Service Agency Employment & Educational Support Service and NAACP of Arizona.

B. Job opportunities are posted on the Arizona State University Employment Website (<http://cfo.asu.edu/applicant>). The Employment link is easily accessible from the KAET Website <https://azpbs.org/about/careers>.

C. KAET offers to email notifications to individuals interested in job announcements when opportunities become available when subscribing to a distribution list at azpbsjobs@asu.edu.

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB)

D. In 2022, Arizona PBS created a DEIB committee dedicated to building and fostering a culture of transparency where open-minded perspectives and unique identities are encouraged and celebrated. We are committed to offering staff the opportunity to grow through recruitment and retention, providing training and educational resources, promoting mentorship initiatives, and by regularly evaluating these efforts. Together we have created an environment where individuals feel informed, respected, and safe to share their experiences. In the past year, the committee has crafted a Culture Promise (<https://azpbs.org/our-culture-promise/>) and organized webinars on diversity topics, which have been well-attended by staff members. In the year ahead, the committee looks forward to furthering these conversations, to include efforts promoting mental health.

E. We represent and serve Arizona communities by producing enriching content that educates, inspires, and connects. We are mission focused and committed to serving our audience by producing local

content such as *Black in Arizona*, *Our Voices*, *Horizonte*, and *Indian Country Today*, allowing all voices to be heard and acknowledged.

WORK-STUDY & INTERNSHIP OPPORTUNITIES

F. KAET provides both part-time paid positions and internship opportunities to all ASU Students with an interest in Broadcast Communications. Production positions include production crew for events, studio productions, and other local productions with responsibilities ranging from editing to videography and directing. Other student duties include positions in on-air promotion, operations, reception, and graphic design.

PERFORMANCE MANAGEMENT & EMPLOYEE INVOLVEMENT

G. Performance is evaluated against the university core expectations and supervisors are accountable for understanding and implementing the evaluation program. Managing employee performance includes regular feedback and a formal annual evaluation. This collaborative process facilitates the opportunity for the supervisor and the employee to communicate expectations, goals, accomplishments, a development plan (self- evaluation) and/or a performance improvement plan, if necessary.

Reviewed and approved by:

Mi-Ai Parrish

Interim General Manager, Mi-Ai Parrish

10/30/23

Date