

Rocky Mountain Public Broadcasting Network, Inc.
Diversity of Staff & Board
2015 Statement:

In June 2014, the Board of Directors of Rocky Mountain Public Broadcasting Network, Inc. ("RMPBN") voted to update the diversity statement that applies to its FM radio stations KUVU and KVJZ, and its television stations KRMA-TV, KRMZ, KRMJ, KRMU, and KTSC. The Board adopted this statement:

Rocky Mountain Public Broadcasting Network, Inc. is committed to ensuring that its workforce and governing boards reflect the richness of the diversity found in the communities it serves. Rocky Mountain Public Broadcasting Network, Inc. achieves diversity by gathering a range of expertise, experiences, ideas, and viewpoints from a variety of individuals and institutions. While diversity is often a result of cultures, history, race, ethnicity, gender, sexual orientation, abilities, age, national origin, religion, creed, color, or veteran status, Rocky Mountain Public Broadcasting Network, Inc. appreciates diversity of any sort.

RMPBN continues to strive to include diverse candidates in each slate of candidates for the Board of Directors and for the Community Advisory Boards and Local Advisory Committees. As a state-wide organization, we try to mirror the population of Colorado. The US Census extrapolated from the 2010 census that in 2014 that 87.7% of Colorado's population is white, while 4.5% is black or African American, 3.1% is Asian, and 1.6% is American Indian, with 2.9% of the population being two or more races. In terms of ethnicity, 21.2% of the population is Hispanic or Latino.

In the past year, RMPBN has increased its diversity in the Board of Directors. While last year, 31% of the Board was female, this year the percentage has increased to 38%. Over 30% of the Board is non-white (up a few percentage points this year from last year). In terms of the employee population, 5% of employees are black or African American; 2% are Asian, and 3% are of two or more races. 11% of our employees are Latino or Hispanic. In the coming two years, RMPBN will focus on increasing representation in the employment population of ethnic Hispanic or Latino individuals to better match the population of Colorado.

To increase diversity this past year, RMPBN has focused on strengthening its internship program to introduce a variety of students to the world of broadcast. This year our various stations (both radio and TV) hosted 14 students and assigned them to work with the Production, News and Legal departments, depending on their areas of focus. One of the students came to us on a scholarship from Vision Maker Media, several others are students on the western slope, a couple were from Southern Colorado and the others worked in the Denver offices.