

## FY22 KBEM Diversity Statement

KBEM, recognized as the Twin Cities' public radio voice for jazz, roots music and education, specifically exists to provide diverse jazz and cultural programming that expands local broadcast offerings and increases opportunities for students of diverse backgrounds to experience career paths in broadcasting and production via the station's hands-on education program. Located in Minnesota's largest city, KBEM is an urban, non-profit, non-commercial, educational radio station owned and operated by Special School District No. 1 (Minneapolis Public Schools - MPS). KBEM promotes equitable policies, practices, procedures, programs, and budgets as outlined by school district policies that support the academic success of our students and families as informed by citizens, parents, students, and district staff. The MPS School Board of Education votes to approve policies, which are brought forward by the district's superintendent with the approval of the Board's standing committee on policies.

KBEM policies are available for public viewing on the [school district website](#). KBEM hiring and procurement practices are aligned to and follow MPS policies and regulations.

The use of an Equity Diversity Impact Assessment (EDIA) tool provides KBEM and MPS decision makers with a consistent system-wide tool and process that guides the adoption, modification, and elimination as well as the implementation of equitable policies, practices, procedures, programs and budgets. The EDIA intends to:

- identify which MPS students /staff are disproportionately affected by bias or discrimination in practices.

- assess the impacts and unintended consequences of these practices;
- engage stakeholders in developing plans to address the inequities; and
- build capacity to monitor implementation and progress for continuous improvement.

KBEM is licensed to the Minneapolis Public School district where Diversity, Equity, and Inclusion are of paramount importance. A diverse student population comprises roughly 63% of the student population at MPS schools. To better serve those students and the community, KBEM, along with MPS, are prioritizing hiring of a more diverse staff to better reflect the community and students.

Over the last two to three years, KBEM has prioritized recruiting, interviewing, and hiring diverse candidates for a variety of openings.

We are also expanding our content offerings in FY23 via a new, dedicated audio stream and website called “MPSVoices” which will provide a platform for diverse content from students, faculty, staff, and community-stakeholders. This will be in the form of podcasting, citizen journalism, school news, sports play by play, and more. Our goal is to continue to hire and promote more diverse candidates and create more volunteer opportunities for our community and students so that their voices can be heard, and their experiences shared.

During FY24, KBEM will be operating with a budget that is specifically aligned with MPS’s Strategic Plan that focuses on 4 key areas: the most important for KBEM being Goal #4. Utilizing our platforms to inform, share, and gather community stories, conversations, and entertainment for a diverse audience.

KBEM is committed to business partner diversity as outlined in [KBEM/MPS Policy 3310](#). The station recognizes its obligation concerning its employment and contracting practices to ensure that applicants, employees,

bidders, and contractors are not discriminated against on the basis of race, color, gender, sexual orientation, national origin, and other factors and shall encourage its vendors to do the same.

As a recipient of funding from Minnesota's School Finance System and [Minnesota's Arts and Cultural Heritage Fund](#) (ACHF) KBEM is also guided by Minnesota Governor Tim Walz' One Minnesota Council on Diversity, Inclusion, and Equity. This Council exists to help ensure every action Minnesota's state administration is done through the lens of One Minnesota. Disparities in Minnesota, including those based on race, geography, and economic status, are unacceptable. We must work every day so that every person who lives in our state can reach their full potential. (<https://mn.gov/governor/news/?id=1055-401958>)