

KBEM DIVERSITY STATEMENT-FY24

DIVERSITY GOALS

At KBEM-FM, we are committed to fostering a diverse, equitable, and inclusive community through our programming and workplace practices, aligning our goals with the [Minneapolis Public Schools Strategic Plan](#). We believe that a focus on DEI is essential for ensuring that we serve all members of our community and provide a platform for voices that have historically been marginalized.

KBEM strives to create an environment where individuals of all races, ethnicities, genders, sexual orientations, abilities, and backgrounds feel valued, respected, and supported. We are committed to increasing the diversity of our staff, volunteers, and contributors to ensure that our programming reflects the perspectives and experiences of all members of our community.

KBEM recognizes that systemic racism, sexism, homophobia, transphobia, ableism, and other forms of discrimination exist in our society and can manifest in our workplace. Therefore, we are committed to ongoing education and training to acknowledge and eliminate these issues. We believe that this work is not optional but necessary for building a just and equitable society.

KBEM also recognizes that our programming has the power to shape public discourse and understanding of critical issues. We want our programming to reflect a diversity of voices and perspectives, serving as a platform for voices that have been historically excluded and marginalized. KBEM will work to actively seek out and feature these voices in our programming.

KBEM WORKFORCE AND BOARD DIVERSITY

KBEM-FM is licensed to Minneapolis Public Schools (MPS), Special School District 1. We are governed by the MPS Board of Education which is made up of nine elected directors. Three are citywide and six from geographic districts. The board consists of five women, one non-binary person, and three men. Of those Board members there are four women and three men who identify as Black, Indigenous or a race other than White. One board member has physical challenges that would be defined as a disability. There are also two high school (non-voting) student representatives, one male and one female. Both also identify as races other than White.

The KBEM full-time staff consist of eleven individuals. There are two White woman, one Black woman, two Black men, one Latino man, and five White men. There are many part-time and volunteer hosts and producers who are Black, Indigenous, Latinx, or races other than White who are heard weekly on-air.

PROGRESS TOWARDS ACHIEVING OUR DIVERSITY GOALS

KBEM continues to make progress towards its diversity goals. In last four years we have recruited, interviewed, and hired more diverse candidates than at any other time in our history. Our recruitment efforts are led by MPS Human Resources, whose policies are available for public viewing on the [school district website](#). These coordinated efforts have led to the hiring of two Black men, one Black woman, and one Latino man for full-time positions.

Our programming reflects our goals for a more diverse, equitable, and inclusive radio station and media platform, as indicated by our nationally syndicated programming like “Jazz Night in America with Christian McBride,” and locally produced programs like “Luca’s Juke Joint” blues show from PaviElle French, and “Overnight Jazz” with Dee Alexander – all hosted by people of color. We are also very proud of our daily (M-F) 10 a.m.-1 p.m. “Jazz with Class” student-voiced programming featuring reflections

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from and on the lives and perspectives of primarily BIPOC students from MPS schools along with “School News”. The program is hosted by two Black full-time Associate Educators; one male and one female.

DIVERSITY GOALS FOR FY25

KBEM anticipates creating two new full-time positions and one part-time position that will be filled after July 1, 2024 (FY25). Our goal is to continue to recruit, interview and hire more diverse candidates. We are placing a specific emphasis on recruiting and hiring more women of color and people who are differently abled. We will work with MPS Human Resources and community stakeholders to identify and recruit these candidates.

KBEM has “MPS Voices”, a new streamed radio station and website that gives any MPS student, staffer, administrator, or teacher a platform for their voice to be heard. It streams podcasts, sports play-by-play, School news, and school-related information and entertainment -- all generated by and for MPS students and employees. Three KBEM full-time staff members are involved in our outreach to traditionally marginalized students across the school district as we coordinate efforts with a new Career Technical Education (CTE) center to prepare MPS students for careers in media, social media, and journalism.