



KLCS Diversity Policy

KLCS is committed to ensuring that its workforce and governing board reflect the diversity found in the communities it serves. Central to KLCS's mission, vision, and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. KLCS strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

KLCS seeks a diverse workforce and governing body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as life and professional experiences.

KLCS believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, physicality, education and socio-economic status.

KLCS, as a component of the Los Angeles Unified School District, is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.

In furtherance of these goals, and pursuant to the Corporation for Public Broadcasting's Diversity Eligibility Criteria, KLCS shall undertake one of the following initiatives on an annual basis:

- Interview at least one qualified diversity candidate for each senior leadership position hire.
- Include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of the communities it serves and further public broadcasting's commitment to education;
- Participate in minority or other diversity job fairs; or

- Implement formal diversity training programs for management and appropriate staff.

For more information on KLCS's EEO Outreach and EEO Activities, please visit KLCS's online public file at www.klcs.org/fcc.asp, where you can also find a copy of KLCS's Annual Diversity Report.