



## // STATEMENT OF DIVERSITY & RACIAL EQUITY PRINCIPLES

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KUOW and its Board of Directors (“KUOW”) are committed to diversity, racial equity and inclusiveness.

Diversity refers to individual and group differences based on race, ethnicity, gender, sexual orientation, age, physical ability, class and religion. KUOW seeks to promote understanding and appreciation of these differences in order to address racism, bigotry, unconscious bias and other forms of intolerance in places we can impact.

Achieving racial equity and diversity is an ongoing process which KUOW believes will lead to an inclusive and high performance culture, fulfilling our mission to create and serve a more informed public.

KUOW understands that success in achieving racial equity requires commitment from the leadership of our organization at both the board and staff levels. This commitment must extend over time, with an understanding that there are no “quick fixes” to systemic inequity, but there are actions we can take as an organization to progress forward.

These problems are complex, and we strive to be courageous; and guided by our [values](#), we strive for a culture in which all can participate, prosper and reach their full potential.

KUOW promotes diversity within our organization in order to:

- reflect the racial, ethnic, and other characteristics of the communities we serve
- promote greater understanding of and respect for the diversity within these communities
- recognize and amplify these communities’ voices
- build on the strengths of diverse backgrounds to develop strong leadership
- achieve the highest level of effectiveness and well informed decision making

KUOW will advance these goals by:

- living our core values
- recruiting diverse staff and board members
- committing to develop cultural competence
- funding training programs that deal with race relations and culture
- funding specific efforts that promote leadership development
- actively seeking diverse voices for on-air and digital content
- creating opportunities to be visible or present in underserved communities