

# Diversity Statement: CPB Policy

The following are the Diversity Policy Guidelines for KKJZ and its licensee, California State University, Long Beach Research Foundation (“CSULB Research Foundation”).

## Equal Employment Opportunity Statement

KKJZ’s policy is to provide equal opportunity to all persons without regard to race, religion (including religious dress or religious grooming), color, sex (including pregnancy, perceived pregnancy, childbirth or related medical conditions, breastfeeding and medical conditions related to breastfeeding, transgender status), national origin, ancestry, age, physical disability, mental disability, medical condition, genetic information, family care status, military or veteran status, marital status, registered domestic partnership status, sexual orientation, gender, gender orientation, gender identification, gender expression, genetic characteristics, or any other characteristic protected by law. KKJZ policy prohibits harassment of applicants or employees related to these bases.

## Review of Station Practices

Consistent with past practice, and as further suggested by the CPB Policy Guidelines, KKJZ ensures that the diversity goals as outlined above are adhered to in all hiring matters. Additionally, station management reviews internal practices to ensure continuing compliance with applicable FCC guidelines on an annual basis.

## Diversity Statement

The CPB Policy Guidelines include a request that each community service grant recipient prepare a brief statement that covers (a) the elements of diversity that KKJZ finds important to its public media work, (b) the extent to which its staff and governance reflect such diversity, (c) the progress the station has made to increase diversity in the last two to three years, and (d) its diversity plan for the future.

This document as a whole is submitted as constituting such a statement.

## Initiatives

The CPB Policy Guidelines asks that the station undertake on an annual basis at least one of five enumerated initiatives. In this regard:

- KKJZ works closely with its licensee to offer paid student internships in all aspects of running a radio station;
- KKJZ participates in diversity job fairs; and
- KKJZ provides diversity training for management and appropriate staff