



**Annual Report on the CCBI Diversity Policy  
September 30, 2016**

CCBI has given a high priority to creating a truly multicultural, multiracial, gender-balanced public media organization receptive to cultural diversity.

In the 12 months from October 1, 2015 until September 30, 2016, CCBI has accomplished the following diversity-related goals:

1. Out of eight full-time professional positions filled during the period, six positions were filled by women and/or members of minority groups. (on-going)
2. We raised funding for and created a formal internship program and recruited and hired three interns, all of whom were women and/or members of minority groups (on going).
4. We revised our strategic plans the organization and for our News and Public Affairs and Arts and Culture departments to include the follow diversity goals (2/16):
  - Keep improving work culture to promote strong staffing across a broader demographic of ages, ethnicity, gender
  - Broaden audience through a diversity of cultures, ages and socioeconomic status
  - Work to improve the diversity of our news coverage, our stories and our staffing
  - Actively seek out more diverse voices and perspectives in our news stories, including everyday people with no affiliation or voice.
  - Seek and hire journalists with diverse backgrounds to work in our newsroom.
  - Work with journalism organizations which connect us with resources that promote diversity.
  - Create a system to track diversity in the sources we use in news stories, and check on the diversity of sources in the editing process.
  - Cultivate relationships with AK Native entities to produce content
  - Target and schedule eight diverse stakeholders on KXXL and Juneau Afternoon, cultivate some to be regular volunteers
  - Connect with diverse community groups
5. Our board reviewed the diversity policy (11/15).