At KTOO, diversity principles are central to our mission and values:

Mission

“KTOO provides trusted and independent news; connects our community to a wide range of local, national and global media; promotes civic participation; and embraces diverse viewpoints and cultures.”

Values

- Create content that educates, informs and inspires
- Connect the community
- **Protect and present diverse viewpoints**

Since organizational diversity starts at the top, the board has a policy to actively recruit people from diverse backgrounds for at least 50% of the seats on the board, including Alaska Native board members. As of 10/1/2019, six of 11 board members are women, and three members are of Alaska Native heritage.

In the period from October 1, 2018 through September 30, 2019, 50% of our job openings were filled by women and/or members of minority groups.

Members of our board of directors and our senior managers participated in four training opportunities aimed at improving our diversity results.

In the spring of 2019, KTOO received funding from the Corporation for Public Broadcasting to establish a statewide Alaska Native journalism internship program.

We also received funding from the Alaska Community Foundation for a year-long diversity initiative which includes all-staff training, an audit of the sources in our news stories and interview programs, and an outreach initiative to diverse communities in Juneau.

Diversity goals are also prominent in KTOO’s strategic plans.

From the news plan:

- **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 that 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.

And from the arts plan:
• 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
• Recruit and train diverse volunteers

Diversity in hiring is also a FCC legal requirement, and a requirement to receive federal funding. We have a formal EEO program, which was recently audited and approved by the FCC, and we always recruit through sources that reach diverse audiences. We have a formal diversity policy that the board reviews annually. We post our annual EEO report, the diversity policy and the board’s review on the website:

KTOO and CoastAlaska are Equal Opportunity Employers. Resumes may be sent to Personnel, KTOO, 360 Egan Drive, Juneau, Alaska, 99801. We file an annual report with the FCC, detailing our EEO efforts: view our 2017 EEO Public File report. CCBI is committed to diversity. Read our diversity policy here and our latest annual report on the diversity policy here. And if you’d like to work here, visit our careers page.

We track the effectiveness of each recruiting source. In addition to recruiting through channels that are known to reach minority candidates, we widely disseminate job postings to the staff, board and all the public media stations in Alaska, so that they can reach candidates by word of mouth.