Diversity Statement

2023
(demographics updated July 2023)

KAMU proudly endorses Texas A&M University’s efforts to recognize that embracing a diverse worldview provides a great opportunity for all students and staff to gain a richer experience in academic and professional life. Texas A&M University represents more than 100 countries and is a diverse community that includes many groups of people, some of whom have been historically discriminated against on the basis of race, ethnicity, culture, national origin, immigration/documentation status, gender, gender identity and/or expression, sexual orientation, age, physical and mental abilities, religious beliefs, and socioeconomic status. KAMU supports the premise that prejudice and discrimination are detrimental to human development. KAMU supports a welcoming environment of respect and appreciation for each staff member. An ethic of appreciation and valuing of diversity contributes to the development of community in its most ideal sense.

KAMU also values an atmosphere of openness and trust, in which everyone is encouraged to explore and discuss attitudes, values, beliefs and behaviors. The process of learning about, and being sensitive to, the diverse life experiences of others enhances staff members individually and as a group, enabling the staff to provide the highest quality of service and training.

In the upcoming year, KAMU will continually assess our progress in fostering an environment where everyone is respected, welcomed, and appreciated. Areas to assess will include the physical environment, interpersonal communication, student feedback, and continuing education. As we proceed on the journey of developing our community, we will value and practice community-building behaviors including mutual respect, civility and responsible forthrightness.

What we mean by diversity at Texas A&M University

Texas A&M’s definition of diversity has three distinct, but interrelated parts. KAMU believes each of these factors are also important to our service to the community:
• **Competencies: Diversity** is the active, intentional, and ongoing engagement with differences in people, curriculum, co-curriculum, and communities in ways that enhance one’s awareness, content knowledge, cognitive sophistication, and understanding of the complex ways that individuals interact with each other and within systems and institutions.

• **Compositional/structural diversity**: Tracking and sharing widely the numbers of people from identities including race, ethnicity, culture, national origin, sexual orientation, gender identity, age, religion, language, disabilities/abilities, neurodiversity, socioeconomic status, marital, domestic, parental status, military service, first-generation college student status, and more.

• **Sociological diversity**: Understanding and assessing how identities intersect and inform life outcomes (e.g., education, health, professional, personal, etc.) and the ways in which we interact with each other at work, in the classroom, in our personal lives, and in society.

What we mean by **equity** at Texas A&M University

Equity is the commitment to access, opportunity and advancement for all students, faculty and staff. Equity establishes the expectation that Texas A&M students, faculty and staff are:

• Committing to diversity, equity and inclusion (DEI) publicly and in practice.

• Identifying barriers that have prevented the full participation of people who have been historically excluded and underrepresented at Texas A&M.

• Eliminating barriers that have prevented the full participation of people who have been historically excluded and underrepresented at Texas A&M.

What we mean by **inclusion** at Texas A&M University

Inclusion means welcoming and supporting people from all groups that encompass the multiplicity of the identities and characteristics of people on our campuses and in our communities (Strayhorn, 2019).

• Being welcome and included at Texas A&M means to be part of an institution that respects you, your identities, your history and your culture.

• Texas A&M is inclusive when it invests in you and is committed to your success and well-being.
The educational benefits of diversity and inclusion include: Fostering civic learning and engagement; improving problem-solving skills and developing better solutions; and preparing students, faculty and staff to live in an increasingly global and complex world.

KAMU has achieved significant progress in the past 2-3 years by increasing diversity to more closely match the local community profile. The progress has been achieved by a lifting of a University hiring freeze and easing of COVID pandemic restrictions. The staff and governance reflect Texas A&M’s commitment to diversity, equity, and inclusion. The Texas A&M University System Board of Regents is made up of a diverse group of people drawn from the across state of Texas and from a variety of fields. KAMU’s staff includes people from a variety of backgrounds and who represent all aspects of our community.

The Bryan-College Station, TX statistical area with a population of 271,026 in 99,917 households with a median age of 29.7 reported demographics as:

- White – 54%
- Hispanic – 27%
- Black – 11%
- Asian – 5%
- Other – 2%

Census data:ACS 2021

As of July 2023, the current KAMU staff demographics are:

**Full Time Staff (19)**

- White (11 = 57.9%)
- Black (3 = 15.7%)
- Hispanic (5 = 26.3%)

**Part Time - Student Staff (15)**

- White (9 = 60%)
- Hispanic (3 = 20%)
- Asian (3 = 20%)
KAMU will actively participate in activities to continue attention and focus upon maintain diversity in its workforce. As stated in the April 2023 Federal Communications Commission (FCC) EEO report, KAMU will:

**Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.** We hire many young people and train them in production, operations, development and engineering.

**Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).**

**Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.** All Texas A&M University employees must biennially complete a course in “Creating a Discrimination-Free Workplace” training. An additional training offering includes “Fostering Respect in a Diverse Workplace”.

_Douglas Walker_

*Executive Director & General Manager*