

# **KBTC Public Television 2023 Community Representation Report**

The mission of KBTC Public Television is to engage viewers, communities, and supporters by delivering media experiences that educate, inspire, and entertain.

Our vision is that KBTC Public Television is an active member of the community - spreading awareness, celebrating community and illuminating the paths of social discourse and growth. We seek to engage viewers as citizens, not as consumers. We affirm this vision by:

- Serving all audiences, embracing innovation, valuing lifelong learning, and partnering with those who share our passion for public service.
- Making the arts, science, and humanities available to the widest possible public.
- Being a trusted partner to parents and educators.
- Providing programs and services that promote the healthy development of children.
- Fostering an informed and active citizenry through programs and events.
- Forging strategic partnerships that contribute to the vitality of our community.
- Serving the individual not just as spectator but as participant through programs and services.
- Improving access to public media for all people.

KBTC Public Media believes that a community representative workforce, management team and governing body contributes greatly to our knowledge and understanding of western Washington's diverse communities. This foundation enhances our ability to deliver content that reflects all communities, celebrates unique points of view and shapes the services delivered.

Therefore, we are committed to building a representative workforce. We endeavor to recruit from a broad pool of candidates enabling us to hire and promote well qualified individuals coming from a variety of cultural and ethnic backgrounds, personal experiences, characteristics and talents.

KBTC Public Television will continue to explore new opportunities for achieving and promoting this commitment and will monitor and evaluate success. With this intent, we can best serve the needs of the public by attracting, growing and engaging audiences to reach their full potential.

KBTC Public Television's Equal Employment Opportunity Policy and non-discrimination policy is that of its license holder Bates Technical College:

Bates Technical College reaffirms its policy of equal opportunity and does not discriminate on the basis of race, ethnicity, color, national origin, creed, religion, sex, sexual orientation, gender identity, age, marital status, disability, or status as a disabled veteran or Vietnam era veteran in its programs and activities in accordance with college policy, and applicable federal and state statutes and regulations. Bates publications are available in alternate formats upon request by contacting the Disability Support Services Office at 253.680.7010. Inquiries regarding Bates' nondiscriminatory policies, including Title IX and ADA, should be directed to: Human Resources Generalist, Downtown Campus A326, 253.680.7180. For more information check the Bates Technical College website: <https://www.batestech.edu/nondiscrimination/>

(table below)

KBTC PUBLIC TV COMMUNITY REPRESENTATION REPORT AS OF 7/23								
	Bates Technical College Board of Trustees	KBTC Association Board	KBTC Staff			KBTC Staff	Bates Technical College Board of Trustees	KBTC Association Board
	5	11	35		AA	3 (9%)	1 (20%)	2 (18%)
People of Color	3 (60%)	4 (36%)	14 (40%)		AA/PI	2 (6%)	2 (40%)	1 (9%)
White	2 (40%)	7 (63%)	21 (60%)		H	4 (11%)		1 (9%)
					C	21 (60%)	2 (40%)	7 (64%)
Female	3 (60%)	6 (54%)	23 (66%)		NA	2 (6%)		
Male	2 (40%)	5 (45%)	12 (34%)		More than 1 race	3 (9%)		
LGBTQ+								