Bethel Broadcasting, Inc.

Community Representation Statement

Adopted by the Board of Directors – October 2024
Current FY25- FY26

Being located in the very diverse western Alaskan community of Bethel, Bethel Broadcasting, Inc. is a public media organization sensitive to diversity. We maintain a multicultural, multiracial, gender-balanced work place. We embrace and encourage our employees' differences in age, ethnicity, family or marital status, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, social-economic status, veteran status and other characteristics that make our employees unique.

The collective sum of these individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talents that our employees invest in their work represents a significant part of our culture and our reputation as a public media organization. Managing diversity makes us more creative, flexible, productive and competitive.

BBI's diversity initiatives apply to - but are not limited to - our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; layoffs; terminations and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and reinforces respectful communication and cooperation between all employees; teamwork and employee participation; work/life balance through flexible work schedules to accommodate employees' varying needs and employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All BBI employees have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions in or out of the station, and at all BBI sponsored and other community events. Efforts to achieve these goals will be favorably considered in annual employee evaluations. Any employee found to have exhibited inappropriate behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with BBI's diversity policy and initiatives should seek assistance from a supervisor.

BBI is also committed to creating and broadcasting programming that incorporates the values of a multicultural and diverse community and that reflects the pluralism of the United States and the world society.

Community Representation Initiatives for FY25 – FY26

Review and Evaluation

The Board of Directors will review this statement at least biennially (every two years), at the regular fall board meeting, on every odd year. Typically occurring in October of KYUK.

BBI Management will complete an annual assessment of the organization's hiring goals, guidelines, employment statistics, and actions and post that report on the station's website, annually by September 30th, concurrent with the annual FCC- required EEO public file report.

Goals and Practices

Practice: Work with schools and students to create student-based projects and productions to create media content of value to the communities they serve.
Goal: 3 productions annually
Minimum goal: 1 per year.
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Practice: provide scholarship(s) to college students pursing a career in media, journalism,
Goal: Minimum of 1 per year.
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Practice: Hold Community Events to showcase the opportunities available at KYUK and to encourage all in our community to provide feedback on our services

Goal: Hold a minimum of one event per year.
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Practice: Provide internships to community youth to build their interest and skills in media
Goal: Minimum of 3 interns per year.
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Practice: Recruit and employee of Alaska Native, Yup'ik, Cup'ik Athabascan Staff by provide maximum opportunity for local, indigenous, candidates by listing all fulltime jobs in the local publication, our website, and over the air announcements:
Goal: Minimum of 3 posting locations per Fulltime job
Goal: Promotion of existing, local staff to each upper-level job opening.
Goal: Recruit and train local individuals representing diverse groups in internships or work-study programs
Goal: Train to promote local individuals representing diverse groups within the organization into high-ranking professional jobs.
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Practice: Recruit smart, caring individuals from within the community to ensure that our population is accurately represented.
Goal: Maintain a majority Alaska Native/American Indian board of directors.
Goal: Maintain geographical representation from the YK Delta sub-regions on the BOD by having a minimum of 3 of 5 sub-regions.
Goal: Maintain a plurality of gender/sex on the BOD.