KDNK Community Access Radio
Community Representation Statement

KDNK Carbondale Community Access Radio, founded in 1983, is wholly committed to fostering a welcoming environment where people of diverse backgrounds and interests can come together and share their unique perspectives. Our signals reach over 100,000 people across four Colorado counties, in addition to a global audience through our online stream. Over 100 volunteer DJs and hosts of all stripes independently program the majority of our schedule, and some have been involved since the beginning. KDNK's public access mission means that the station strives to serve, reflect and belong to our community.

KDNK is an equal opportunity employer. We do not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation in our activities or our employment practices. This policy extends to the all-volunteer board of directors, commissions, and our community advisory board.

We strive to create and foster a supportive environment in which all individuals can be successful and reach their full potential. Additionally, the Corporation for Public Broadcasting's (CPB) Diversity Eligibility Criteria requires public media organizations to adopt formal goals for diversity and to report annually on steps taken to work toward those goals. To that end, KDNK has set the following diversity goals:

- *Improve ethnic, economic, language, geographic and all other metrics for the most representationally diverse inclusion of voices as possible on all levels — staff, boards and commissions, volunteers, etc.*

- *Create and nurture original Spanish-language news content*

- *Prioritize public affairs programming like "Immigrant Stories" that promote inclusion*

- *Leverage website, social media and on-air opportunities as resources for diverse and representational expression and information broadcasting*

- *Offer multilingual instruction for prospective DJs*

- *Host events that appeal to diverse demographics and have a presence at diverse events hosted by nonprofit partners such as English in Action and Valley Settlement*

- *Maintain a strong terrestrial signal for our areas of dedicated listener support, while looking for opportunities to expand the reach of our signal, especially in western Garfield County*

- *With the steadily increasing cost of living in our community, recompense and support staff at a level that retains their participation and contentedness*

- *Deepen identity as a platform for local (and global) storytelling while protecting identity as non-commercial and community-driven*