

**New Mexico PBS
Diversity Initiatives
Annual Report for the period 1/1/2013 - 12/31/2013**

KNME is co-licensed to the Regents of the University of New Mexico and the Board of Education of the City of Albuquerque. KNME operates as a department of the University of New Mexico (UNM). KNME follows the Regents' Policy Manual - Section 2.3: Equal Opportunity & Affirmative Action for Employees & Students as adopted on 9/12/1996.

KNME remains committed to meeting the diversity and inclusion guidelines outlined in UNM policy in regards to hiring goals and promoting respect among employees, students, visitors, volunteers and all members of the community.

Training Programs for management and appropriate staff

The University of New Mexico Office of Equal Opportunity (OEO) provides training for UNM Faculty and Staff, including KNME staff, through UNM's Employee and Organizational Development (EOD).

Training Classes Currently Being Offered:

- Preventing Sexual Harassment in the Workplace
- Civil Rights at Work at UNM
- UNMJobs for Department
- Americans with Disabilities Act: An Overview

Internships and work-study programs

KNME has had a student employment program in place for several decades. The program provides students the opportunity for hands-on experience in all areas of the broadcasting field, such as production, promotion, programming, social media and development. KNME continues to strive to attract a diverse group of students that represent the UNM community.

The KNME Production Department had 14 student employees during the reporting period. The KNME Production Department employs students on an hourly basis to work on various productions.

KNME is increasing student employment in other departments such as Social Media and Development.

KNME provides mentorship opportunities to qualified area High School Students.