

**New Mexico PBS
Diversity Initiatives
Annual Report for the period 1/1/2014 - 12/31/2014**

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
- 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.

KNME employed 17 students during the reporting period. The majority of these student employees worked in the KNME Production Department on various productions. During the year, student employees were also hired in other KNME departments, including Social Media, Education and Outreach, Development, and Programming. All are paid an hourly wage.

KNME provides mentorship opportunities to qualified area High School Students.