

EEO Narrative
Carbondale Community Access Radio, Inc.

Carbondale Community Access Radio, Inc. (“KDNK”) is the licensee of noncommercial radio station KDNK(FM). KDNK achieves broad and inclusive outreach by recruiting widely for vacancies and engaging in various outreach and recruitment activities. Among the sources KDNK has used to recruit for vacancies are: Glenwood Post Independent, Aspen Times, Sopris Sun, Current, Indeed.com, National Federation of Community Broadcasters Listserv, Rocky Mountain Community Radio Listserv, iHireBroadcasting, the Corporation for Public Broadcasting Jobline, and the station member newsletter. KDNK lists each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

The station runs a robust internship program that hosts student interns from the University of Montana, student broadcasters from the Andy Zenka Youth Empowerment Project, and students from Colorado Mountain College’s Issacson School for New Media. Interns have the opportunity to work with the station’s News and Music Departments and with Marketing/Events. The station is also working to steer local high school students who are interested in broadcasting to the internship program and is establishing a scholarship program for students who complete a two-year high school internship with the station to attend college.

KDNK offers its staff and personnel robust training and professional development opportunities designed to enable them to acquire skills that could qualify them for higher level positions. Station leadership works with all employees to design a career plan and organization goals to help each employee with job training and pursue growth within the organization. Employees are encouraged to develop skills beyond their core responsibilities and to work with management one-on-one to train in growth areas. Station staff have the opportunity to attend conferences and workshops sponsored by broadcasting associations and radio groups for professional development opportunities.

The station’s management also receives training to ensure equal employment opportunity and to prevent discrimination. Station managers study and practice industry EEO standards by partnering with a wide variety of broadcasting associations and industry groups. KDNK’s Board of Directors Human Resources Committee also trains management on hiring practices and diversity efforts.