

# **KBEM F.C.C. E.E.O. REPORT DECEMBER 1, 2020**

Board of Education, Special School District #1 is licensee of non-commercial FM Radio Station KBEM-FM, Minneapolis, Minnesota. Board of Education, Special School District #1 operates the Minneapolis Public Schools and as such has since the station's inception been an Equal Opportunity Employer (Exhibit A) who has followed a consistent outreach to the Minneapolis Community, providing broadcast opportunities and education to Minneapolis citizens. With the adoption of the Commission's current EEO rules in March of 2003, KBEM-FM has continued their efforts of recruitment from the local community and to provide internship opportunities for students at all grade levels. KBEM seeks the help of local community organizations in this effort. If you know of an organization that would wish to receive our vacancy information, please have them contact Human Resources at the number listed below.

All recruiting for KBEM-FM is done through the Human Resources Department of the Minneapolis Public Schools and utilizes the resources of the City of Minneapolis Civil Service Commission. Any questions regarding employment or recruiting practices of KBEM should be directed to:

## **Human Resources/Labor Relations Department**

**1250 West Broadway Minneapolis, MN 55411**

**Tel: 612-668-0544 Fax: 612-668-0505**

In addition, all listeners are encouraged to visit

<http://empapp.mpls.k12.mn.us/> for an online listing of all job openings at the Minneapolis Public Schools.

## **COMMUNITY RESOURCES**

A listing of some of the community resources used is presented in Exhibit B of this report. KBEM-FM is continuing to add to this list with on air announcements asking for groups or individuals who would like to be notified of job opportunities to contact us either by phone, mail or via our web site: <http://www.jazz88.fm>

## **RECENT INTERVIEWS/APPLICATIONS**

### **Development Specialists**

- Position posted in June 2020
- 21 total applicants
- 16 passed HR screenings
- 8 passed department screening and received first round interviews
- 6 passed first round of interviews and were given a second round
- Ross Brendel and Jamie Bailey were hired.

## **INTERNSHIP PROGRAM**

Minneapolis Public Schools provide students with a truly international education that will better prepare them for life in a global community. More than 7,301 students are currently learning English or speak another language in their home.

Minneapolis has 36 elementary schools, 5 middle schools, and 7 high schools; 16 alternative schools; 3 charter schools; and 2 special education schools. KBEM draws students from all these schools with “School News” aired 12 times on weekdays throughout the academic year.

KBEM is housed in North High School and offers the creativity and technological innovation of New Media like Digital Audio. Students go on to further academic study and careers in the fields of Advertising, Broadcasting, Digital Communication, Performing and Visual Arts, Journalism, Video Gaming.

### **Student Demographics (2019-20)**

African American	35.3%	English language learners	20.5%
Asian American	5.0%	Eligible for free or reduced price lunch	56.8%
Hispanic American	17.4%	Special education	17%
American Indian/Alaska Native	3.0%		
White	35.4%		
Two or more races	3.8%		

## **COMMUNITY CAREER FAIRS**

Minneapolis School Career Fairs in 2020 were suspended due to the COVID-19 pandemic.

**KBEM F.C.C.  
E.E.O. REPORT  
DECEMBER 1, 2020  
EXHIBIT “A”**

**Minneapolis Public Schools Policy 4000**

Original Adoption: 05/26/1981  
Effective Date: 09/05/2018

Revision Dates: 03/25/2008; 09/04/2018

**I. PURPOSE**

It is the intent of the Board of Education and the Superintendent of Schools of the Minneapolis Public Schools, Special School District No.1, to comply with all Federal, State and Local laws and ordinances which provide equal opportunity in employment issues for all persons, and to prohibit unlawful discrimination in employment.

**II. GENERAL STATEMENT OF POLICY**

A. It is the school district's policy to provide equal employment opportunity for all applicants and employees. The school district also makes reasonable accommodations for qualified disabled employees. The school district does not unlawfully discriminate on the basis of:

- |                               |  |
|-------------------------------|--|
| 1. race                       | 11. family structure                             |
| 2. culture                    | 12. citizenship status                           |
| 3. color                      | 13. sexual orientation or affectional preference |
| 4. creed or religion          | 14. gender identity or expression                |
| 5. national origin            | 15. economic status                              |
| 6. gender                     | 16. veteran status                               |
| 7. mental or physical ability | 17. status with regard to public assistance      |
| 8. age                        | 18. genetic information                          |
| 9. pregnancy                  | 19. Other protected classes under the            |

B. This policy applies to:

- |                            |                             |
|----------------------------|-----------------------------|
| 1. recruitment             | 8. benefits                 |
| 2. receipt of applications | 9. promotions               |
| 3. selection               | 10. transfers               |
| 4. appointments            | 11. disciplinary actions    |
| 5. placement               | 12. layoffs                 |
| 6. training                | 13. recall from layoff, and |
| 7. compensation            | 14. terminations            |

C. It is a violation of this policy for any person to retaliate against a person who pursues rights under the law, opposes acts that may violate the law, or who cooperates with investigations into alleged violations of the law or this policy.

D. Submission of a good faith complaint or report will not affect the complainant or reporter's future employment or work assignments. The district will discipline or take appropriate action against any employee, volunteer, contracted service provider or related district personnel who supplies information that is determined to have been falsely and maliciously supplied consistent with District policy, collective bargaining agreements and applicable law.

E. The district will investigate all complaints lodged under this policy. A finding of discrimination under this policy will result in discipline against employees, volunteers and contracted service providers up to and including discharge or cancellation of service contract.

### **III. ACCOUNTABILITY**

A. It is the responsibility of every district employee, volunteer, contracted service provider, and related district personnel to follow this policy.

B. The Superintendent is authorized to promulgate regulations supporting the implementation of this policy.

C. Complaints or concerns related to alleged discrimination may be directed to the Director of the Office of Equality and Civil Rights or the office in charge of Title IX compliance.

# KBEM F.C.C. E.E.O. REPORT DECEMBER 1, 2020 EXHIBIT “B”

This exhibit is a partial listing of some of the community organizations used in recruitment at KBEM-FM.

<b>AFRICAN AMERICAN</b>	Urban League Twin Cities
	African Community Services
	Al-Maa'uun
	National Forum of Black Public Administrators
	African Development Center
	National Organization of Black Chemical Engineers
	National Society of Black Engineers
	African American Action Center
	East African Economic Development Center
	Minnesota African Women's Association
	Minnesota Black Chamber of Commerce
	Somali Mai Community of Minnesota
<b>ASIAN AMERICAN</b>	ACTS of Saint Paul
	Center for Asian and Pacific Islanders
	Korean American Scientists and Engineers Association
	Hmong American Partnership
	Hmong American Mutual Assistance Association
	Asian Women United of Minnesota
	Vietnamese Social Services of Minnesota
	Minnesota Hmong Chamber of Commerce
<b>COMMUNITY &amp; BUSINESS</b>	HBCU
	Minneapolis Youth Coordinating Board
	UpWorks MN
	MPS Parent Advisory: CPEO
	StepUp AchieveMPLS
	Hennepin County Library
	Salvation Army

	CLUES
	NorthPoint
	TCB Marketing: Somali, Hmong, Asian
	Multicultural Development Center
	Diversity Council
	Big Brothers/Big Sisters
	National Action Council for Minorities
<b>INDIGENOUS</b>	Four Direction Indian Center
	Little Earth of United Tribes
	American Indian OIC
	Minnesota American Indian Chamber of Commerce
<b>LATINX</b>	Latino Economic Development Center
	Telemundo, KSTP
	Minnesota Hispanic Chamber of Commerce
	Comunidades Latinas Unidas En Servicio
	National Society of Hispanic MBAs
	Chicano Latino Affairs Council
	Society of Hispanic Professional Engineers
<b>FAITH-BASED</b>	Sanctuary, Shiloh Temple, and New Salem Missionary
<b>ACADEMIA</b>	Augsburg, University of St. Thomas, University of MN, MCTC, HTC
<b>NEW AMERICANS</b>	New Americans Community Services
	CAPI
	Southeast Asian Community Home
	Lutheran Social Services
<b>HUMAN RESOURCES ORGANIZATIONS</b>	Human Resources Professionals of Minnesota
	National Association of African American HR Professionals
<b>DEVELOPMENTAL DISABILITIES</b>	The ARC of Minnesota
	LifeWorks
	Goodwill Easter Seals
	Courage Center
	RISE
<b>MENTAL ILLNESS</b>	Vail Place
	Life Works
<b>EX OFFENDERS</b>	180 Degrees
	Amicus
<b>PHYSICAL DISABILITIES</b>	Accessibility Incorporated

	RISE
	Courage Center
<b>TRAIN TO WORK</b>	Project for Pride in Living
	HIRED
	Resource Minnesota
<b>VETERANS ORGANIZATIONS</b>	Minnesota Veterans
<b>GLBT</b>	Out Front Minnesota
	Lavender
<b>OLDER AMERICANS</b>	Minnesota Senior Federation
<b>WOMEN'S ORGANIZATIONS</b>	Career Transitions for Women
	WTS International
<b>Religious Affiliated Organizations</b>	Catholic Charities
	Jewish Vocational Services
	Lutheran Social Services
	Saint Stevens Human Services
<b>PUBLICATIONS</b>	African News Journal
	ANJNew.com
	One Nation News
	mshale.com
	Spokesman Recorder
	YBWS
	Asian Pages
	Hmong Times
	Asian American Press
	Lavender
	La Prensa
	Latino Midwest News
	Gente
	White Earth
	The Circle
	Ojibwe News
	Minnesota Good Age
	Access Press
	The Minnesota American Legion
	Women's Press
	LinkedIn.com
	Minnesota Broadcaster's Association
	The Current
	Minneapolis Public Schools Website