

**KQED INC.**

**FCC EEO Program Report: Narrative Statement**

As set forth in detail in the 2019-2020 and 2020-2021 Annual EEO Reports, the licensee, KQED Inc. (“KQED”) undertook important initiatives in the community and service area during the last two years. KQED knows that a diverse workforce and management team contribute greatly to its knowledge and understanding of the Bay Area’s diverse communities, and to its ability to deliver content and services that will help attract, grow and engage audiences and help them to achieve their full potential. KQED endeavors to recruit from a broad pool of candidates enabling it to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by KQED. As demonstrated in the attached EEO Public File Reports, over the last two years, KQED has embarked upon a number of initiatives that focus on diversity and inclusion. Set forth below are a few examples of KQED’s broad and inclusive outreach.

During the reporting period, KQED continued ongoing initiatives and trainings focusing on increasing diversity and inclusion in the workplace, such as Disrupting Unconscious Bias in Recruitment & Hiring, as well as one-on-one coaching for Senior Leaders and department heads. KQED also continued to sponsor several Employee Resource Groups. These groups hosted awareness events and celebrations of diversity for all staff and created networking opportunities for group members.

KQED offers a catalog of virtual professional development workshops for managers and staff interested in building skills in a variety of different areas. Self-paced technical training is offered to all employees upon request through LinkedIn Learning. In addition, professional development opportunities are made available to journalists via industry conference attendance and in-house learning opportunities from outside experts. KQED also is providing leadership training for Experienced Leaders, Emerging Leaders and Developing Leaders with a focus on building leadership skills at all levels and preparing individuals who have shown an interest in leadership for future opportunities. KQED’s goal is to provide opportunities for leaders and future leaders of our organization to practice skills, receive feedback and grow.

For additional details and initiatives, see the attached EEO Public File Reports.