

EEO Narrative Statement

KUAC actively utilizes a variety of methods to achieve broad and inclusive outreach in order to develop a diverse recruitment to fill job openings. As a licensee of the University of Alaska, a state institution, KUAC is bound to the same rules and regulations governing the hiring practices set forth by the State. The University of Alaska Fairbanks is an Affirmative Action/Equal Opportunity employer and educational institution and prohibits illegal discrimination of any kind.

Because of Alaska's distance and Fairbanks' remoteness, recruitment can be a challenge for BIPOC candidates. KUAC is fortunate to be licensed to a university that attracts many BIPOC students, employees and families and is located near two military installations that have families of color who seek employment during their soldier's deployment/station in Interior Alaska.

KUAC regularly evaluates its applicant pools and adjusts its strategies in order to gain broader diversity. The station's outreach includes advertising in local and regional papers, on various websites, in local service organizations, and the Alaska Broadcasters Association, LinkedIn, the Corporation for Public Broadcasting and Indeed. KUAC takes additional steps in an attempt to recruit applicants by participating in University and high school career days, and sending mailings to HBCUs and universities and colleges with historically Hispanic enrollments for all upper level management positions.

KUAC, in conjunction with the University of Alaska Fairbanks, provides current employees with training opportunities, free of charge – both internally and at conferences – to gain skills that can make them more qualified for internal promotion and/or management positions either at KUAC or at another station. All regular employees of the University are entitled to receive a tuition waiver for free classes as a benefit of employment. If those classes are deemed beneficial to their current or future capacity, the employee is permitted to attend during business hours. KUAC has the same comprehensive benefits package as the University of Alaska including insurance, retirement, paid leave, etc.

KUAC management works directly with the University of Alaska Fairbanks' Department of Equity & Compliance in order to maintain the most up-to-date training and policies affecting employment policies and actions and ensuring equal opportunity is met by taking affirmative action.