

MontanaPBS Report on Diversity – FY2014  
Fall of 2013 Data

MontanaPBS is a partnership of two stations, KUSM-TV at Montana State University in Bozeman, and KUFM-TV at the University of Montana in Missoula. MontanaPBS, as a statewide service of the Montana University System, is committed to providing a rich and diverse service to the people of Montana, reflective of our state's diverse population.

The following report details gender and ethnicity data for MontanaPBS staff at both institutions. While MontanaPBS believes that true diversity encompasses many other aspects of the lives and beliefs of our staff, the Montana University System does not collect data on all factors that might represent true "diversity."

Of the 26 individuals employed full-time and part-time at KUSM in Bozeman during a snapshot in fall of FY12, 14 were male, and 12 were female. All were asked to voluntarily self-identify their ethnicity, with white, Hispanic, Asian, American Indian, other, and "no response" as possible choices. Of the 26 individuals, 25 indicated white, and one chose "no response. Of the six members of senior management at KUSM, 3 were male, 3 were female, all identified as white.

At KUFM in Missoula, 14 individuals are employed either part-time or full-time. Of those 10 are male and 4 are female. No one identified as a minority. Of the three member senior management team, two are male, one is female.

Additionally, both stations employ a number of students, occasional temporary employees, and outside contractors. From these groups, we do not gather diversity data.

During the past year, both stations have, per their licensees' employment policies and procedures, worked to promote diversity through a number of actions and initiatives. In addition to university wide actions, the stations include additional language in job announcements and advertisements encouraging women and minorities to apply.

As licensees of the Montana University System, governance of these two stations ultimately resides with the Montana Board of Regents. This panel is appointed by the Governor of Montana, and does not collect or report diversity data.