

KWSO POLICY Diversity Initiative

Definition:

Corporation for Public Broadcasting Community Service Grant Recipients (CPB CSG) must establish a formal goal of diversity in its workforce, management and boards, including community advisory boards. KWSO is CPB CSG recipient and The Confederated Tribes of Warm Springs is the grantee. KWSO supports diversity in all aspects of operations as described here.

Governance

The Confederated of the Warm Springs Indian Reservation of Oregon is governed by a Tribal Council. Three chiefs serve a life term and represent each of the three distinct Tribes that make up the confederation. There are 3 voting districts that represent 3 separate geographical regions of the reservation. The Simnasho and Agency districts each have 3 representatives and the Seekseequa district has 2 representatives. Representatives are elected by Tribal Members registered in each district every 3 years.

Employees

It is the policy of the Confederated Tribes of the Warm Springs Reservation of Oregon to hire individuals solely upon the basis of their qualifications for the job to be filled and not to engage in unlawful employment discrimination. Further, it is the intent of the organization to give preference in employment and career opportunity to members of the Confederated Tribes of the Warm Springs Reservation of Oregon. Therefore, all other things being equal, tribal members will be considered first to fill vacant positions.

The Confederated Tribes will promote tribal-member employment by giving preference to those applicants who are tribal members, provided they meet the minimum qualifications needed to either fill the vacant position or participate in an Affirmative Action training plan. If there are multiple applicants for a position, and all applicants have similar qualifications, preference in hiring is given in the following order:

1. Tribal Member of the Confederated Tribes of the Warm Springs Reservation of Oregon
2. Married Into the Confederated Tribes of the Warm Springs Reservation of Oregon
3. Native American - not a member of the Confederated Tribes of the Warm Springs Reservation of Oregon

Programming Content

KWSO offers diverse musical programming that appeals to a wide range of listeners and that is family friendly. Music programming is designed to encourage people to listen for enjoyment.

Daily Calendar information and news stories, and weekly public service and program content routinely include the following diverse local content:

Warm Springs Culture
Health Info

Warm Springs History
Mental Health

Native Languages
Violence Prevention

Parenting	Program/Service Awareness	Financial Education
Natural Resources	Cultural Resources	Human Resources
Current Events	Public Affairs	Education
Sports	Community Events	Nutrition
Safety Info	Business news	Government
Environment	Fitness	Sovereignty
Rodeo Info	Pow Wow Info	Employment Info
Youth Opportunity/Recognition		

The goal of consistently offering diverse content is to allow most all listeners to find information that is useful in their daily lives, regardless of their interests, socio-economic situation, ethnicity, geographical area, age or level of education.

Community/Listeners

KWSO is aware of the diversity of our population and strives to provide programming of interest to as many as possible. In addition to our broadcast work, we share information on line at www.kwso.org and in collaboration with the Spilyay Tymoo Tribal newspaper.

Here is a snapshot of our community demographics:

KWSO's city of license is Warm Springs and the Warm Springs Reservation.

- In the 2010 Census the population is listed at 4,012.
- 35% of the population is 18 years of age or younger and nearly 50% are 25 or younger.
- 94% of the population is American Indian or Alaska Native.
 - Within that Native population there are the Warm Springs, Wasco & Paiute Tribes plus representation from many other Tribes as well as other ethnicities.

Rates are high for unemployment, high school drop-out, poverty and substance abuse. Rates are low for income, commuting distance and available housing.

Interests vary with each individual.

Access to the internet is dependent on knowledge and financial resources.