



Diversity Statement

Diversity is of central importance to KIDE Hoopa Tribal Radio. Compassion and inclusivity are among our core values. We believe in equity and inclusion in the stories we broadcast and, in the ways, we treat each other.

Our Mission: The Mission of KIDE is to share the voices, thoughts and values of the Hoopa Valley Tribe and our people. We share local, national and global programming with our listeners in order to inform, entertain, and inspire a better quality of life. We promote communication among people of diverse social, cultural, and political backgrounds to create understanding. The tenet of our Cultural Ceremonies is to fix the world. In the fixing of the world KIDE has a key role.

All forms of diversity are important to KIDE, including but not limited to sexual orientation, creed, age, geographic location, disability, race, religion, educational background and field of employment. We pledge to deliver content and services that will help us attract, engage and inform our listeners. We recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of backgrounds and talents that reflect the diverse needs and interests of the communities served by KIDE Hoopa Tribal Radio.

With regards to on-air content, KIDE provides a great variety of programming from local content and music programs, to national distribution services such as the Public Radio Exchange, Pacifica Radio Foundation, and Native Voice One, plus various independent production houses and independent producers. We provide local on-air and live remote, and online access for a variety of cultural and civic organizations within and outside our community.

KIDE is committed to achieving a number of goals focused on diversity:

- We will build a larger, more diverse, and more inclusive Klamath-Trinity River community through strategies of interpersonal outreach, building partnerships, and relationship and community building.
- We will grow and diversify by prioritizing outreach to young people, people of color, Elders and other multi-generational residents
- We will strengthen and build our talent and human resources including volunteers, staff, and Radio partners.
- We will continue to develop content that serves all people of all backgrounds in our community.
- We will explore new opportunities for achieving and promoting diversity and to monitor and evaluate our success