

## **KNON - Equity, Diversity, and Inclusion (EDI) Policy**

### **Mission**

The mission of KNON is to be the Voice of The People in the Dallas area. We provide unique programming to reflect the diversity of the entire metroplex community.

### **Purpose**

KNON is committed to giving music and voices not heard on other free media outlets an opportunity to be heard and to fostering an inclusive, diverse, and equitable environment where all individuals—regardless of race, ethnicity, gender, age, disability, sexual orientation, religion, or socioeconomic background—are welcomed, valued, and empowered. At KNON everyone, whether listeners or viewers of KNON media content, has an equal opportunity to participate, contribute, and benefit from the station's programs, services, and operations.

### **Scope**

This policy applies to all employees, volunteers, board members, and anyone associated with KNON, including individuals engaging with the station's programs, events, and services.

## **Commitment to Equity, Diversity, and Inclusion**

**KNON is dedicated to:**

### *Equity:*

Ensuring fair treatment, access, opportunity, and advancement for all. KNON strives to help our community eliminate barriers that have historically resulted in unequal treatment. KNON believes that music unites people and can change lives and communities.

### *Diversity:*

Actively recruiting, retaining, and supporting employees and volunteers from diverse backgrounds, identities, and experiences.

### *Inclusion:*

Creating an environment where all individuals feel respected, heard, and valued, and where music and creativity have the support needed to thrive.

## **Measurable EDI Goals**

### *Our 2025/2026 goals for increased diversity, equity, and inclusion:*

Recruit Black, Indigenous, Latino and LGBTQ persons representing KNON's listeners to KNON's Board of Directors achieving 30% or more of total Board Members by end of 2025.

Support any staff-led EDI efforts toward equitable and inclusive change recommendations for the organization.

Ensure that at least 25% of employees and 50% of volunteers represent underrepresented groups (e.g., people of color, those with disabilities, LGBTQ individuals, etc.).

Work with local organizations that serve marginalized communities to increase their Public Service announcements (PSA's) to 50% of KNON PSA announcement content.

Invite representatives of local organizations that serve marginalized communities to be interviewed and discuss their organizations on KNON's talk shows

Monthly reports to the KNON Board of Directors showing total number of PSA content serving marginalized communities. List Talk Show guests' from previous month.

Ensure at least 50% of content aired on all KNON media reflects underrepresented music, voices and perspectives.