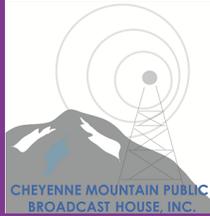


DIVERSITY REPORT



CMPBH DIVERSITY REPORT & NONDISCRIMINATION POLICY

Cheyenne Mountain Public Broadcast House (CMPBH) recognizes diversity and inclusion as core values required to effectively serve our mission. CMPBH positions itself as a "cultural catalyst" for the Pikes Peak Region and beyond. Its two stations, Classical KCME and Jazz 93.5 are member-supported, independent, public radio stations committed to providing high-quality and diverse classical and jazz programming. Diverse weekly programming on KCME includes Concierto (Latin American/Spanish Composers), In Case You Missed It (unheard music from women and diverse composers), and Musica Femina (women composers and musicians). Jazz diverse programming includes The Brazilian Hour, Latin Jazz, Great Ladies of Jazz, and Colorado Jazz Connection (music by local jazz artists).

CMPBH does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include but are not limited to, hiring and firing staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

CMPBH believes that music has the power to create positive change in our community. We are committed to lifting up the voices and talents of local artists. We make deliberate efforts to include more works by underrepresented composers and performers on air every day, but also to commemorate important events such as Black History Month, Women's History Month, Juneteenth, and religious holidays such as Rosh Hashanah among others.

We are also building new partnerships across the community that will allow us to provide more music education and engage audiences that mirror the diversity of our unique communities. We recently worked with Colorado Springs Hispanic Chamber of Commerce helping present two nationally-known jazz artists at a local venue. This allowed us to market our services to a new, younger, and more ethnically diverse audience. Early in 2021, we also partnered with Theatreworks during their performance of Lady Day at Emerson's Bar and Grill based on the life of African American jazz artist, Billie Holliday. Through this multifaceted partnership, Program Director, Bernie Brink, led a panel discussion about the jazz of the 60's.

We accomplish all of this while continuing to bring you the very best that classical and jazz music offers and telling you interesting stories about the diverse people who create this music. We are constantly seeking ways to further diversify our programming and expand our reach into the community.

"Loved your segment of music celebrating Black History Month. Thank you!"
~Susan, Colorado Springs

"Such a joy to hear the music of Rosh Hashanah"
~Janice, Colorado Springs

Diversity statement: "Equal opportunity in employment shall be afforded to all qualified persons and no person shall be discriminated against in employment by the Corporation because of race, color, national origin, gender, religion, age, sexual orientation, gender identity and/or gender expression, or status as a qualified individual with a disability." Adopted 7/18/16