

# KOTO Radio

## Community Representation Statement

KOTO Community Radio, founded in 1975, is wholly committed to fostering a welcoming environment where people of all backgrounds and interests can come together and share their unique perspectives. Our signals reach listeners in Montrose & Ouray counties, in addition to a global audience through our online stream. Over 80 volunteer DJs from all walks of life independently program the majority of our schedule, and some have been involved since the beginning. KOTO's public access mission means that the station strives to serve, reflect and belong to our community.

KOTO is an equal opportunity employer. We do not discriminate on the basis of race, color, national origin, age, religion, gender identity or expression, disability, or sexual orientation in our activities or our employment practices. This policy extends to the all-volunteer board of directors, committees, and our community advisory board.

We strive to create and foster a supportive environment in which all individuals can be successful and reach their full potential. To that end, KOTO has set the following goals:

- *Serve as a platform for as many voices as possible that represent viewpoints and opinions on all levels.*
- *Produce hyper local news content and serve as San Miguel County's emergency alert system during critical weather events and crisis situations.*
- *Prioritize public affairs programming and include voices from across the region to weigh in on important topics and issues.*
- *Leverage website, social media and on-air opportunities as resources for expression and information.*
- *Offer DJ training regularly and accommodate schedules to allow people from all backgrounds and walks of life.*
- *Host events that appeal to a broad swath of demographics and maintain a presence at events hosted by fellow local nonprofits.*
- *Maintain strong terrestrial signals for our areas of dedicated listener support.*
- *Show staff that they are appreciated and valued through competitive wages and fair compensation.*
- *Deepen identity as a platform for local storytelling and creative expression while protecting identity as pure noncommercial, non-underwritten community radio*