



Local Content & Service Report Fiscal Year 2022

(July 2021-June 2022)



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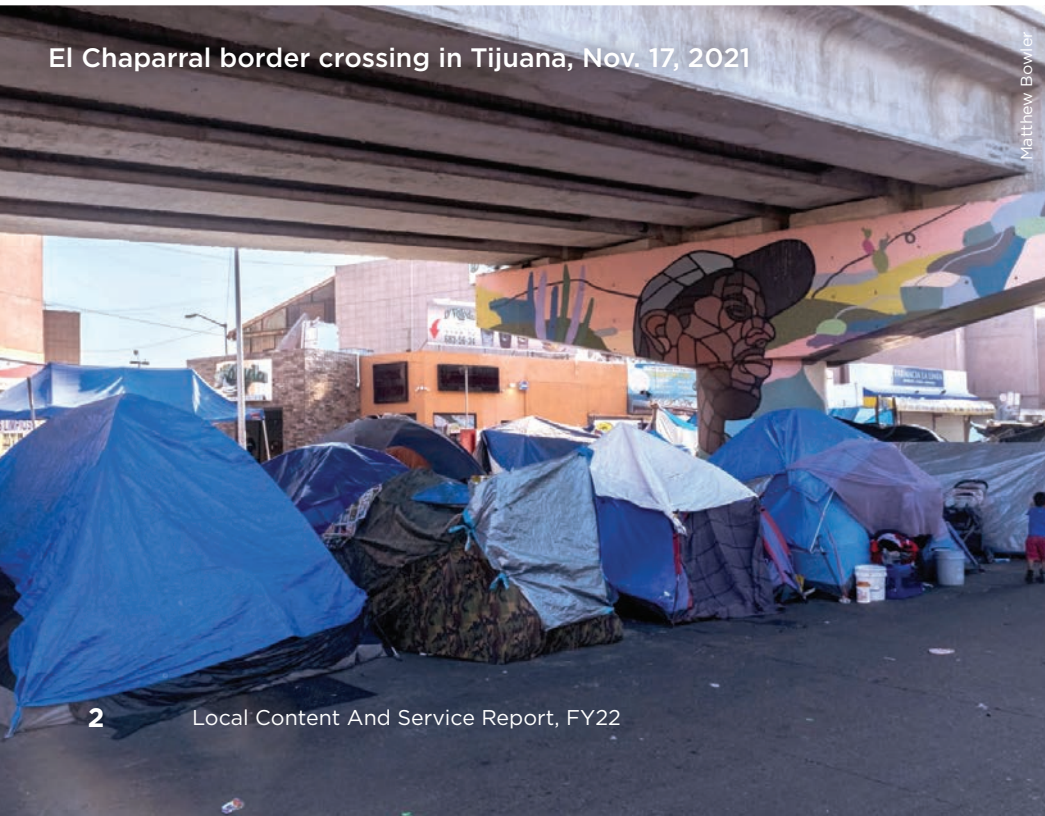


kpbs
**VOTER
HUB**

Out of the Boondocks



El Chaparral border crossing in Tijuana, Nov. 17, 2021

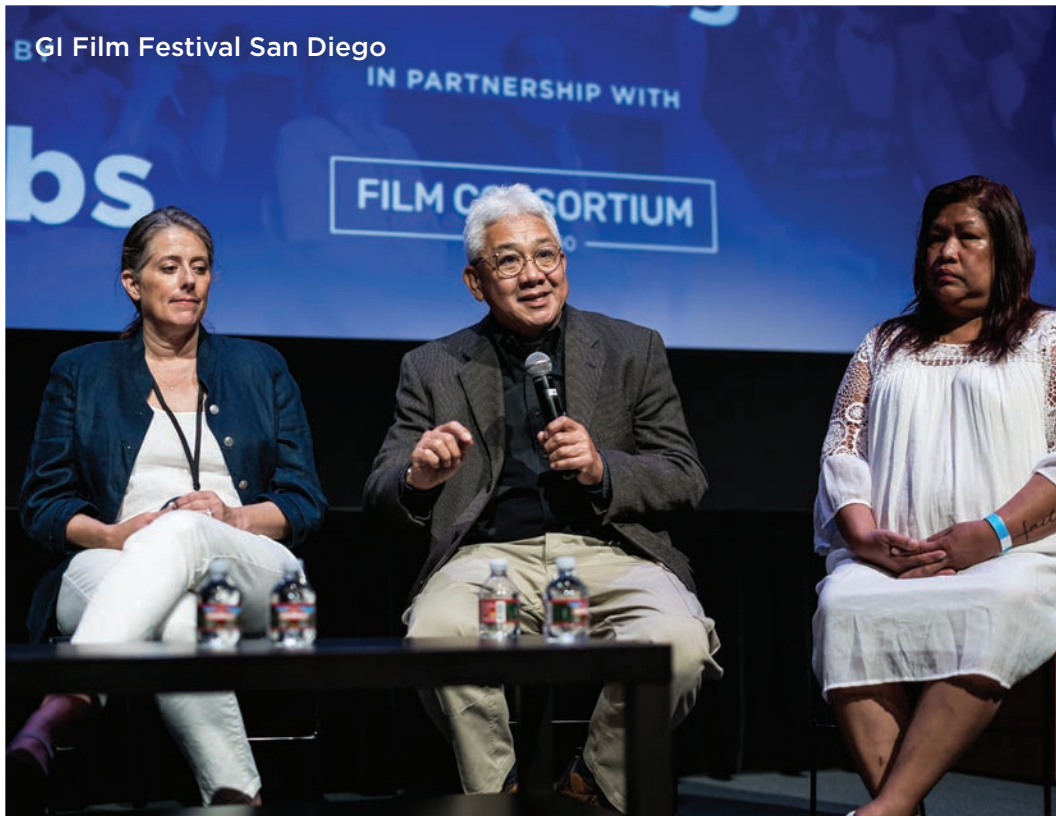


Matthew Bowler

BGI Film Festival San Diego

IN PARTNERSHIP WITH

FILM CONSORTIUM



Connect, reflect, and serve all of our communities

KPBS is a fast-paced, public service-oriented media organization. From our part time SDSU student staff, to the operations department, to our professional journalists, Team KPBS takes its mission seriously. Together, we create exceptional content that makes you think, empowers your decision making, and enriches your life. As general manager, I am proud of the quality and quantity of our content and services.



This annual report shares some of our key projects and initiatives that have lived up to our service mission. This report specifically covers our most recent fiscal year, July 1, 2021 to June 30, 2022. The highlights include:

- The **KPBS Voter Hub**, a digital resource for the March 2022 primary
- ***Out of the Boondocks***, a new docuseries on San Diego's Filipino artists and innovators
- Multi-platform coverage of the migrant crisis at the southern border
- **GI Film Festival San Diego**, a multi-day showcase of films for, by and about military and veterans.

I invite you to learn more about these efforts and accomplishments, knowing that our work is not done. These accomplishments and programs only set the stage for more innovation, more creativity, and more opportunities to enrich you. Thank you for joining us on this journey and trusting us to tell our region's stories.

A handwritten signature in black ink that reads "Deanna M Mackey".

Deanna Martin Mackey
KPBS General Manager



KPBS News

With a team of 50+ journalists, videographers, reporters, editors, and anchors, KPBS provided in-depth, trustworthy coverage on the year's biggest stories: continuing coverage of COVID-19, the U.S. evacuation of troops in Afghanistan, the migrant surge along the U.S.-Mexico border, and the Russian invasion of Ukraine. These national and global events impacted the San Diego region directly. KPBS News' commitment to adding local voices and perspective remained strong while diligently covering issues of high importance to San Diegans.

Multi-Platform Series



Legacy of Restrictive Covenants

In partnership with NPR, KPBS Racial Justice and Social Equity Reporter Cristina Kim produced *Restricted: The Hidden History of Racism in San Diego Deeds*. The three-part series looked at racially restrictive covenants on the deeds of San Diego homes. The series explained what discriminatory deeds were, how they shaped homeownership in San Diego communities, and the lasting impacts they've had on today's aspiring homeowners. The series aired on KPBS radio and TV. Digital versions of the stories included historical documents, photos, and maps along with the written text. Video versions of each story were also posted to YouTube, where they have generated more than 3,000 views since February 2022.



Migrant Crisis

During the surge of migrants crossing the southern border, KPBS went beyond the basics and dug deeper, exploring the causes of the crisis, the impacts on the migrants themselves, and what local officials were doing in response. KPBS Investigative Border Reporter Gustavo Solis filed more than a dozen stories related to the crisis, including rulings on Title 42, the shutdown of Tijuana's migrant camp, and the tragic deaths of migrants in the Imperial County canal. In addition, Solis' reports from the border included Ukrainians fleeing the war and finding refuge in Tijuana; the overturning of Roe v. Wade's impact on Tijuana's abortion clinics, and the wave of murders of Mexican crime journalists.



Abusive Nursing Homes

A multi-year look into San Diego's nursing homes yielded several stories from KPBS Investigative Reporter Amita Sharma. Beginning as an in-depth look into nursing care facilities and the uptick in COVID-19 cases, Sharma uncovered stories that shed light on criminal and negligent facilities in the County.



KPBS Midday Edition Specials

In June 2022, the California Reparations Task Force released a groundbreaking interim report connecting the beginnings of chattel slavery in the United States and the lasting harms it caused to the oppression of Black Americans to this day. *KPBS Midday Edition* Co-host and Special Correspondent Jade Hindom spearheaded the reporting and production of a program that helped San Diegans understand how this issue impacts all of us.

In April, *KPBS Midday Edition* took a hard look at how policies set in Sacramento

and goals prescribed by worldwide organizations affect the environment. The show explored the sweeping changes needed to limit emissions, why young people are embracing climate activism, and how members of San Diego's robust research community are looking at cattails as a way to help stanch the impacts of global warming. In short, they asked: **How do we meet the responsibility of Earth Day?**

One week ahead of the final day of voting in the **2022 primary election season**, *KPBS Midday Edition* produced a primary special

to help voters navigate some of the key races in San Diego County. Featuring San Diego County Registrar of Voters Cynthia Paes, the program shared how and where voters could cast their ballots and lessons learned in the aftermath of the 2020 Presidential election. The special also broke down candidates at the city, county, and state levels and pointed to additional resources and reports available on the KPBS Voter Hub.

Project: 2022 Primary Election | Voter Hub

The KPBS Primary Election Voter Hub was a revamp of past election voter guides. KPBS consistently offers voter resources and guides on every election with stories, interactive ballots, and maps; 2022 was no different in that regard. The main goal for updating the primary election project was to simplify navigating all of those features so that users could visit and bookmark a single page — kpbs.org/voterhub — to prepare for the election season. For the first time, the election resources were available in Spanish with the KPBS “Guía Electoral.”



The Voter Hub offered:

- A virtual, personalized sample ballot in partnership with Voter's Edge
- Polling and ballot drop-off locator maps
- Reporting on candidates and issues from the KPBS newsroom on the podcast *San Diego News Now*, *KPBS Evening Edition*, during *KPBS Midday Edition*, as well as *Morning Edition* and *All Things Considered*.
- A candidate match quiz
- A community partnership with San Ysidro Health to distribute resources — especially to Spanish-speaking audiences
- Live results on election night

Voter Hub Highlights:

71,181
visitors (including 462
Spanish-speaking users)

111,839
pageviews

6,461
virtual ballot users

3,658
social-acquired users

1,670
newsletter sign-ups

News Events

Conversations with the Community

KPBS conducted a listening tour of Latinx individuals in San Diego and Imperial counties in 2021 to find out how the station could better serve this community. After a comprehensive review of the feedback, four themes emerged: gentrification, homelessness, Latinx identity and the cross-border economy. These themes became the central topic around a series of events held between July 2021 and June 2022. “Conversations with the Community” featured moderated discussions with audience participation.

KPBS news producers and reporters served as moderators, researched each topic and selected experts to serve as panelists. Weeks prior to each conversation, the public was invited to submit questions beforehand to be integrated into the discussions.

One of the conversations receiving the most audience engagement was “Exploring the ‘X’ in Latinx: A Conversation on Identity.” Prior to the July 28, 2021 discussion, more than 190 individuals submitted questions or comments about the topic. When we asked people how they identified. KPBS



subsequently published a story based on these responses called “Hispanic, Latino, Latinx — A Question of Belonging.” The article informed the subsequent conversation, which provoked a lively discussion among the panelists and the audience participating through Facebook and YouTube chats.

The change follow-up to the Latinx identity conversation was an investigation on gentrification in Southeast San Diego and

Barrio Logan called “Fighting Erasure: A Discussion on Gentrification and Displacement in San Diego.” The third conversation explored rising homelessness, called “Unsheltered: Solving Homelessness in San Diego.” The final conversation, “Intercambio: A Conversation on the Cross-Border Economy” was a hybrid event held at Southwestern Community College on June 28, 2022.



Conversations with the Community

8,000

views on Facebook and YouTube.

“This is the best conversation on gentrification that I have been involved with.”

Ed Nodland on YouTube

Finding Meaning from the War in Afghanistan

The United States withdrew armed forces from Afghanistan in summer 2021, thereby ending America’s involvement in the 20-year war. The withdrawal was sudden and impacted veterans, military, and civilians alike — both here and abroad. KPBS responded with a virtual event, featuring Military and Veteran Affairs Reporter Steve Walsh in conversation with those most impacted by the war’s ending.

More than 100 attendees joined the virtual event on September 9, 2021. The live stream has been viewed more than 300 times since publication.



Radio Programming

Complementing local and statewide news content are national and international programs such as *Morning Edition*, *All Things Considered*, *Here and Now*, *Marketplace* and the BBC World Service. On weekends, national shows that pose thought-provoking questions and provide entertainment include *Throughline*, *Wait, Wait... Don't Tell Me*, *It's Been a Minute*, *Hidden Brain* and *This American Life*.

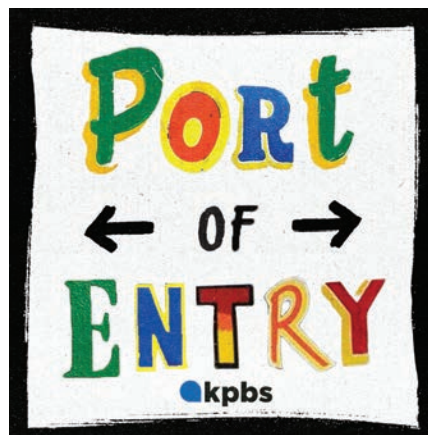
KPBS is also dedicated to presenting programming with diverse perspectives including *Our Body Politic: With Farai Chideya*, *Code Switch* and *Life Kit*, and *Latino USA*.

Storytelling Through Podcasting

Being able to reach new audiences on their terms means investing in content and embracing the world of podcasting. KPBS presented twelve podcast series ranging from news and information to arts and culture at the border to exploring American culture through the lens of Black America.

In February 2022, the second season of *The Parker Edison Project* dropped. Host and Co-creator Parker Edison brings insightful, real conversations about creativity and community. Eleven new episodes explored how urban culture plays out in daily life, how nature affects mental health, and how freeways can divide communities.

The KPBS podcast *Port of Entry* tells the personal stories of border crossers and those whose lives are shaped by the wall. During the 4th season, *Port of Entry* explored music, art, and film through creators and innovators like Javier Bátiz, Jorge Gutierrez, and Yvonne Venegas. In a special collaboration with the *KPBS Investigates* desk, the *Port of Entry* special “Here We Are” outlined America’s critically damaged asylum system and introduced the people on the ground, both the migrants living in the dangerous refugee camps in Tijuana and the activists trying to help them.



Music lovers can access “Classical San Diego” or “Groove Salad” through KPBS’ hi-def signals, H2 and H3 respectively.

KPBS podcast content
was downloaded
1,541,462
times by 576,012 downloaders.



Ken Kramer's About San Diego



Theatre Corner, host michael taylor



Crossing South, host Jorge Meraz

Watch. Explore. Learn.

Presenting high-quality local content with the goal of connecting audiences over shared experiences and reflecting San Diego's diverse community remained a priority for KPBS in FY22. On television, KPBS was proud to present new episodes from favorite local shows, a new series, and four new documentaries and specials.

New episodes from familiar friends

Ken Kramer's About San Diego highlighted innovative works created by local residents, a hidden concrete history in Balboa Park, one man's efforts to save San Diego's film and photographic history, a historic Barrio Logan eatery, and present-day scenes paired with historic photographs taken around and about San Diego.

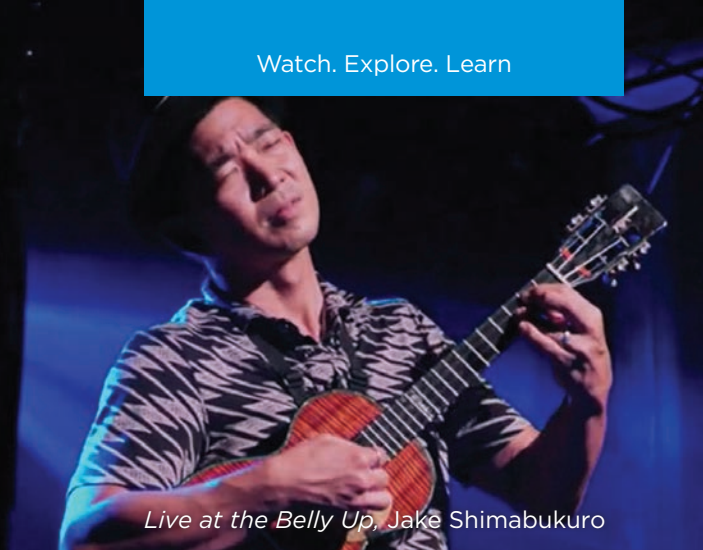
Theatre Corner is an interview series dedicated to promoting diversity and inclusion in the national theater scene, both on the stage and in the seats. New episodes featured host michael taylor in conversation with actor Rene Thornton Jr., singer/songwriter Malina Moye, stage director Delicia Sonnenberg and actor/choreographer Jesse Perez, Broadway frontman Dedrick Weathersby, recording artist Kia Leiani, and director/playwright Margo Hall.

In *Crossing South*, bilingual travel companion and host Jorge Meraz explores the beautiful and vibrant Baja culture. The series shines a light on the people, vernacular, foods, customs and places

frequented by the locals. Highlights from the new episodes include visits to a local firehouse, the Pai Pai Zoo, and the Rosarito Boys & Girls Club.

Oh man! That place has so many memories. My dad would take the family there all the time. And on the corner they used to sell sea turtle soup. It was so delicious. Still going taking my kids and grandkids also!!!

Jesus Loera
Crossing South viewer
on Facebook



Live at the Belly Up, Jake Shimabukuro



Out of the Boondocks, host Rio Villá and Jay Jay Maniquis



Rebound

San Diego has long been known as a hotbed of great musical talent. What's more, San Diego is home to one of the best music venues on the West Coast. *Live at the Belly Up* showcases great music at the renown Solana Beach club. The new season featured John Hiatt & The Jerry Douglas Band, ukulele virtuoso Jake Shimabukuro, The Wood Brothers, Squirrel Nut Zippers, and Dawes.

Inspiring people

Out of the Boondocks is a docuseries that brings light to the Asian-American experience through the lens of San Diego's Filipino artists and innovators. The debut season showcases local artists covering San Diego in murals, filmmakers bringing

cinematic visions to life, a spoken word poet honing their art, and many more San Diego Filipino creatives. The series underscores how the Filipino community inspires younger generations and how artists work to bring ancestral practices to modern-day San Diego.

Premiered on KPBS-TV in September 2021, *Rebound* tells the story of two women, separated by decades and starkly different circumstances, as they rebound from incarceration. They each overcome years of addiction and abuse to pursue the promise of higher education. These aspiring scholars navigate parole, raising young children, and self-healing to find acceptance, sisterhood, and hope for a new life.

Thank you for sharing this beautiful amazing positive program. Love it congratulations ladies.

Jeannette Mary
Rebound viewer
on Facebook



Special Projects, Impactful Events

As an extension to the programs on TV, radio, and digital platforms, KPBS manages a number of special projects and events that bring the San Diego community together. Many of these events are free to attend and are designed to impact key audiences:

- children and families
- military, veterans, and their allies
- readers of all ages
- socially conscious adults

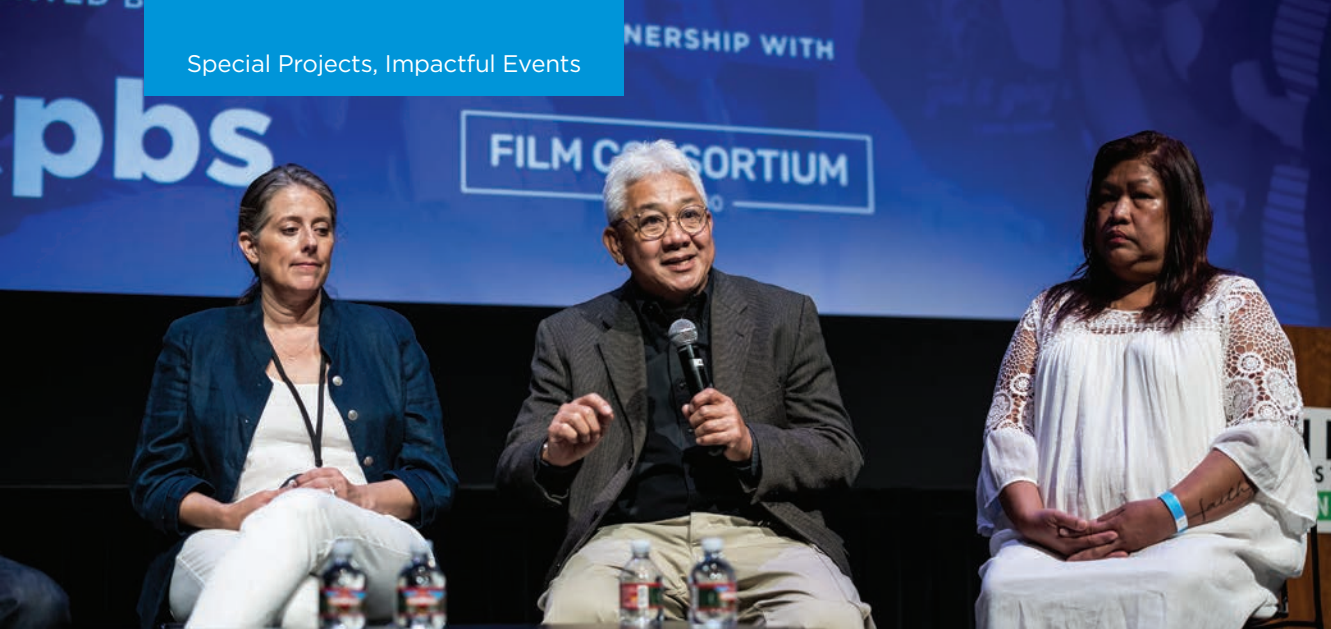
Just like our programs, KPBS events reflect the station's core values and commitment to integrity, truth, diversity and quality.

Total Number of
KPBS-Hosted Events:

36

Total Number of Attendees:

4,900



GI Film Festival San Diego

Since 2015, KPBS has been the presenter and producer of the GI Film Festival San Diego, a multi-day showcase of films exclusively for, by, and about the military and veteran experience. The 2022 event took place May 17-21 and featured 26 films covering a wide variety of themes and subjects, from military mental health to the untold story of Filipino-Americans who served during World War II.

Films and filmmakers came from all across the country including Hawaii, New Mexico, Wyoming, and New Jersey. The festival also presented two international films, one from Canada and the other from Amsterdam. Additionally, five of the films were part of a

local showcase and highlighted San Diego area people, places, or stories.

The films presented included documentaries, narratives, student and emerging filmmakers, shorts, and feature-length productions. Each screening was followed by a moderated discussion featuring filmmakers, film subjects, and experts, where the film's themes and subjects could be explored more fully.

By participating in the festival, filmmakers are able to reach new audiences, shed light on the important themes reflected in their works, and secure important exposure that can lead to key distribution deals.

GI FILM FESTIVAL SAN DIEGO

26
films

5
local films

6
made by veterans

2
international
films

It was an honor and privilege for our documentary *STRANGER AT HOME: Uncovering The Truth About Military Mental Health* to have its San Diego premiere at the 2022 GI Film Festival and to be nominated for Best Feature Documentary. This long-standing and dignified festival was by far a top shelf experience on our festival journey. Screening at GIFF has positively amplified exposure on our film's impact and distribution path.

Beth Dolan
Producer-Director
STRANGER AT HOME

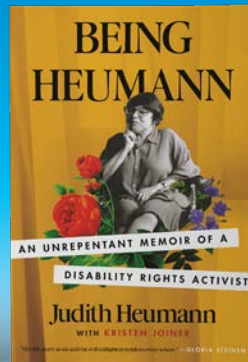
One Book

ONE SAN DIEGO

FOR ADULTS

Being Heumann

by Judith Heumann
with Kristen Joiner



FOR TWEENS AND TEENS

When Stars Are Scattered

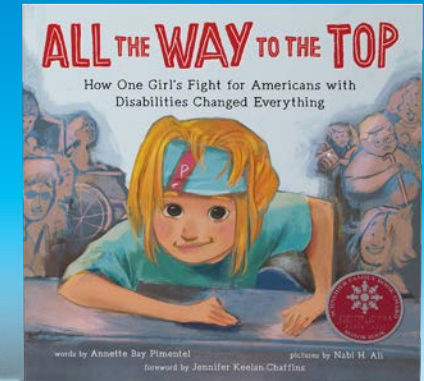
by Victoria Jamieson and
Omar Mohamed and
illustrated by Victoria
Jamieson and Iman Geddy



FOR KIDS

All the Way to the Top

words by Annette Bay
Pimentel, pictures by Nabi
H. Ali and foreword by
Jennifer Keelan-Chaffins



One Book, One San Diego

One Book, One San Diego is the region's premier literary program, presented in partnership between KPBS and over 80 public libraries, service organizations and educational institutions. The 2021 selections included *Being Heumann: An Unrepentant Memoir of a Disability Rights Activist* by Judith Heumann and Kristen Joiner for adult readers; *All the Way to the Top* by Annette Bay Pimentel and illustrated by Nabi Ali for children; and *When Stars Are Scattered* by Victoria Jamieson, Omar Mohamed, and illustrated by Victoria Jamieson and Iman Geddy for teens and tweens. For the One Book Sin Fronteras program, *Mas alla de*

5,327
books distributed

5,300
books
checked out

48
events

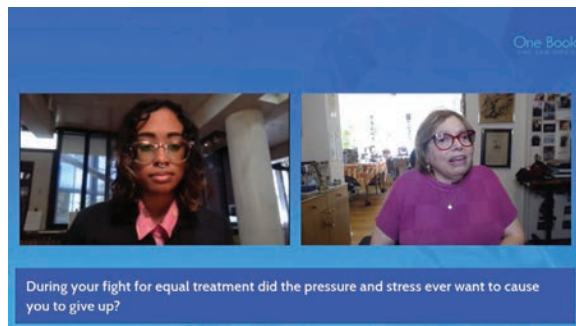
1,200
attendees

92,000
total engagement

One Book Sin Fronteras is a cross-cultural collaboration designed to create stronger literary connections between the neighboring cities of San Diego and Tijuana.

mis manos by Franklin Mejias Castellanos was selected for adults; *El épico fracaso de Arturo Zamora* by Pablo Cartaya was selected for teens; and *La Frontera* by Alfredo Alva, Deborah Mills, and illustrated by Claudia Navarro was selected for children. Five virtual events were held around the English titles. A number of in-person events around the Spanish titles were organized by One Book Sin Fronteras partners.

The five virtual author events allowed adults, teens, and children from San Diego and beyond to hear firsthand the inspiration behind the books, evolution of the stories,



Being Heumann virtual teen event

and author experiences. They provided excellent opportunities for KPBS and its partners to connect with book-lovers across the region. Since the events were also livestreamed on Facebook and YouTube, many more readers heard from the authors: 2,350 adults; 1,202 teens, and 680 kids.

The 2022 One Book, One San Diego season kicks off each spring with the annual Pitch Party for insiders. Ten pitchers, including representatives from Rosa Parks Elementary, Warwick's Bookstore, Penguin Random House, Penguin Young Readers, Book Catapult, Simon & Schuster, La Playa Books, Little Fish Comic Book Studio and Joyride Bookshop, recommended their favorite titles for the year's One Book selections.

Children in our Young Reader's book club (ages 6-8) loved the book and story of *All the Way to the Top*. They were engaged in the conversation and had many questions about disabilities, having them and helping people with a disability. Some of the kids even opened up about their own disabilities which shows how comfortable these kids are in our book clubs to share such personal stories.

One Book Parent participant

Following the pitch party, the community is invited to nominate a book (or two!) to be the year's One Book, One San Diego selection. During the nomination period, more than 400 nominations were submitted from readers across the region, reflecting an diverse group of voices and genres. Nominations were accepted in person at more than 86 receptacles throughout the region, including city and county library branches, independent bookstores, university libraries, and select Barnes & Noble locations. Our One Book, One San Diego advisory committees read and reviewed all eligible nominations. Official selections are announced in August.

One Book, One San Diego partners:

San Diego Public Library
 San Diego County Library
 San Diego State University
 San Diego Unified School District
 San Diego Community College District
 San Diego County Office of Education
 Juvenile Court Book Club
 Escondido Public Library
 Chula Vista Public Library
 Coronado Public Library
 Point Loma Nazarene University
 Oceanside Public Library
 University of California, San Diego
 Girl Scouts San Diego
 Worldview Project
 Little Fish Comic Book Studio
 Deaf Community Services San Diego
 University of San Diego
 Boys & Girls Clubs of Greater San Diego
 San Diego State University Imperial Valley
 The San Diego Union-Tribune
 California State University San Marcos

Engaging Kids and Families

After less than two years of virtual offerings, KPBS Kids resumed in-person events for youngsters and their parents in FY22.

The first two workshops of the fiscal year were virtual, but beginning in January 2022, KPBS and its partner the San Diego Children's Discovery Museum held nine in-person events (including two two-day workshops) incorporating PBS Kids characters and educational themes that were enjoyed by more than 2,700 children and their families.

Returning to in-person experiences meant that kids and families could once again “meet” their beloved characters and museum facilitators could provide more hands-on science, art and literacy activities. A maze workshop, balloon art and a scavenger hunt are just a few examples of the activities provided by the museum. Giveaways included PBS Kids items, Super Why books, Peg + Cat books, and goody bags.



Supporting the Mission

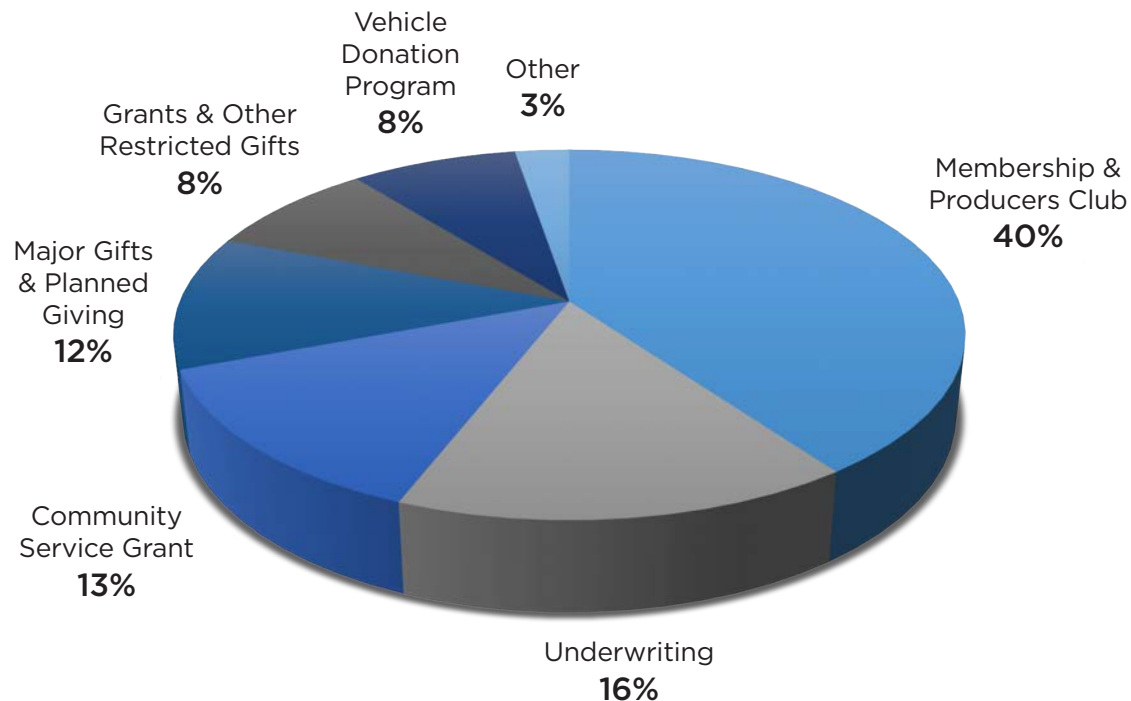
KPBS Members

KPBS is a non-profit, public media organization, funded in large part by more than 60,000 individuals and families who contribute annually to the station as members. In FY22, the membership program generated more than \$10.8 million in direct support.

KPBS audited financial statements are available at [kpbs.org/about](https://www.kpbs.org/about)

Additionally, KPBS receives support from corporate underwriters, San Diego State University, grants, major gifts, and planned gifts. The Corporation for Public Broadcasting provides financial support through its appropriation as outlined in the Public Broadcasting Act of 1967.

Total Operating Revenues-FY22 \$27,200,000





The Producers Club

An annual giving club for the station's most engaged and generous supporters, the Producers Club is a major source of revenue for KPBS. In FY22, Producers Club members provided more than \$3 million in unrestricted funds to support the work of content creators, expand our newsroom, and invest in local coverage.

More than 2,100 families contribute gifts of \$1,200, \$2,500, \$5,000, \$10,000, or \$25,000 annually. KPBS Producers Club encourages its members to build a deeper connection to the community and does so by organizing a wide variety of events and activities in different areas of San Diego County.



In FY22, KPBS hosted 11 events for Producers Club members, during which attendees were given a sneak peak at new KPBS programs, museum exhibitions, and theater and film screenings. Events also provided unique opportunities for members to hear from PBS and NPR personalities. Events featured:

- Rund Abdelfatah and Ramtin Arablouei, co-hosts of *Throughline*
- David Brancaccio, host and senior editor of *Marketplace Morning Report*
- “Bhangin’ It” at La Jolla Playhouse
- “Expedition Baja” at the San Diego Natural History Museum
- KPBS News Reporters Kitty Alvarado, Andrew Bowen, and MG Perez
- Yamiche Alcindor, *PBS NewsHour* White House correspondent and host of *Washington Week*
- Raney Aronson-Rath, executive producer of *FRONTLINE*
- Pati Jinich, host of *Pati’s Mexican Table*
- Scott Horsley, NPR chief economics correspondent
- Rick Steves, world-renowned TV personality and America’s leading authority on European travel

The Producers Club Committee

The KPBS Producers Club Committee provides community expertise and input regarding annual giving of \$1,200 or more. Committee members aid and advise the station on membership goals, strategies, and Producers Club events and benefits. They are ambassadors for KPBS and the Producers Club, and the role of the Committee is solely advisory in nature.

2022 Producers Club Committee Members

Nanda Mehta, *President*

Annete Chavarria

Dennis-Michael Broussard

Loretto Garver

Renee Dean Dunford

Planned Giving

Planned giving donors ensure the station's longevity by including KPBS as a beneficiary in their estate plans. Planned gifts come from a wide range of sources, including revocable living trusts, retirement plans, other beneficiary designations, and donor-advised funds. In FY22, realized planned gifts provided significant funding to help support KPBS' operations.

The KPBS *Friends for Life* legacy society honors these passionate donors, past and present. *Friends for Life* members are recognized at the station on a recognition wall. They also enjoy invitations to monthly station events. There is no minimum planned gift required for membership and KPBS honors requests for anonymity.

KPBS Planned Giving Committee

The KPBS Planned Giving Committee is composed of financial, legal, and tax professionals who volunteer their expertise. These members also serve as community ambassadors, extending KPBS mission to educate and inspire.





2022 KPBS Planned Giving Committee Members

James E. Lauth, Esq., *Committee Chair*

D. Stephen Boner, Esq.

Christine Chacon, Esq.

Rick Brooks, CFA, CFP

Harriet H. Carter, Esq.

Mark C. Hill, CFP, CDFA

Belinda Kraemer

Brian Krause, CFP

David R. Lee, CFP

M. Tami Sandke, Esq.

KPBS Advisory Council

The advisory council provides the KPBS management with community expertise, advice, and advocacy to increase private giving to support the station's priorities. The council helps create positive awareness of KPBS' activities, represents KPBS in the community, advises on and implements strategies for securing revenue, and provides guidance for decision-making and long-range planning. Additionally, the council's expertise and insight are utilized to review the operating and programmatic goals of the station to ensure these goals are meeting the needs of the communities served by the station.

2022 KPBS Advisory Council Members

Brian McDermott, *Chair*

Don Epstein

Jim Lauth, *Chair, KPBS Planned Giving Committee*

Julia Brown

Karin Winner

Nanda Mehta, *Producers Club Committee President*

Sandy Timmons

Brittany Santos-Derieg, *Chief of Staff at San Diego State University*

Major Gifts

Major gifts are instrumental in supporting program acquisition, editorial vision, and various reporting beats: science and technology, environment, North County and South Bay Desks, and investigative reporting. Thanks to major donors, KPBS has been able to purchase a wide array of educational and enjoyable program content for TV, radio, and digital platforms. These programs range from *NOVA* to *FRONTLINE* and the *PBS NewsHour*, from KPBS Explore to our children's lineup.

The MASTERPIECE Trust is an innovative funding collaborative that partners with local stations and individual philanthropists who are passionate about the series. Donors support quality programming on MASTERPIECE and their local station. San Diego donors continue to be the largest contributors to the MASTERPIECE Trust.

2022 MASTERPIECE Trust supporters include:

Darlene Shiley
Conrad Prebys Foundation
Carol Vassiliadis
GAT Family Foundation



KPBS Mission

KPBS provides stories that make us think, help us dream, and keep us connected.

KPBS News Mission Statement

KPBS news serves the people of the San Diego region with trustworthy, in-depth information that allows the community to hold its leaders accountable. We show how global and local current affairs change our lives, and how San Diego changes the world. We tell you more than just what is happening—we tell you why. KPBS follows the Public Media Code of Integrity and the NPR Ethics Guidelines.

KPBS Vision

KPBS connects, reflects and serves all of our communities with trusted programming and dialogue.

DEI Vision

KPBS will embrace inclusion and celebrate diverse perspectives through news, programming and events to serve all of San Diego's communities. To be successful, we must first challenge ourselves to unlearn biases, develop cultural competencies, proactively prevent and address microaggressions and be accountable to fostering a culture of inclusion.

KPBS' staff must also reflect the demographics of the community we serve and embody a culture of belonging where staff are valued, heard and are engaged with their work. As a department of San Diego State University, we will align with campus DEI initiatives, foster an environment of lifelong learning and commit to offering a path for advancement and growth in line with business needs and the campus structure. We acknowledge that in order to succeed in the future, KPBS must continue to evolve, grow, and embrace an equitable and diverse culture, both internally and externally.

