



OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2023 and ending September 21, 2024

This report lists all full-time vacancies that were filled during the reporting period for KOAC/Corvallis, KOPB/Eugene, KETP/Enterprise, KHRV/Hood River, KOAB-FM/Bend, KOAC-FM/Astoria, KOAP/Lakeview, KOBK/Baker City, KOBN/Burns, KOGL/Gleneden Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOACTV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KOPB-TV/Portland. Oregon Public Broadcasting also has employees who work at noncommercial educational Station KMHD(FM), Gresham Oregon, under an Operating Agreement with the licensee of that station that took effect as of July 1, 2009, and hires for that station by OPB are also included.

FULL TIME VACANCIES (all full-time vacancies are located in Portland, OR unless noted):

Help Desk Specialist (cont.)		Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland From a current OPB employee Google search	1 1	
Member Center Representative 10/16/2023	13	OPB Website OPB All Staff email Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public National Education Telecommunication Association (NETA) Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Partners in Diversity Portland State University (PSU) University of Oregon (U of O) WorkSource Oregon Washington State University (WSU) Oregon State University (OSU) University of Portland (U of P) Southern Oregon University (SOU) Western Oregon University (WOU) Reed College Lewis & Clark College Google search Handshake	2 2 4 3 1 1	Mac's List
Director of Media Operations 12/18/2023	4	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Idealist	1 1 2	Indeed
Payroll Accountant 12/26/2023	7	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Multnomah University Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland Idealist	1 3 2	Indeed

Climate & Environment News Editor (cont.)		Current Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next Online News Association (ONA) University of Southern California (USC) Annenberg School for Communications & Journalism University of California Berkeley (UC Berkeley) Indiana State University School of Journalism Columbia Journalism School Emerson College New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University George Fox University Journalism Jobs Society of Environmental Journalists (SEJ) Public Media Journalists Association (PMJA) News Nerdy Slack group (OPB employee accounts) From a current OPB employee	3	
Computer Network Architect 1/29/2024	7	OPB Website OPB All Staff email Indeed Local Organizations Corporation for Public Broadcasting (CPB) Craigslis - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Partners in Diversity Oregon State University (OSU) Portland State University (PSU) Urban League of Portland WorkSource Oregon Blacks in Technology (BIT) Networks and Systems Professional Association (NaSPA) Technology Association of Oregon (TAO) Young Nonprofit Professionals Association (Portland) Howard University Western Oregon University (WOU) Portland Community College (PCC) Oregon Institute of Technology (OIT) Virginia Tech From a current OPB employee	1 4 1 1	Indeed
Cinematographer/Editor (2 hires for this recruitment) 2/12/2024 4/15/2024	15	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslis - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Partners in Diversity Urban League of Portland WorkSource Oregon PDXMindshare Oregon Media Production Association (OMPA) American University Columbia University Emerson College	3 4 1 2	Oregon Media Production Association (OMPA) (1) "Career Advisor" (1)

<p>Politics & Government Reporter/Producer</p> <p>3/29/2024</p>	<p>9</p>	<p>OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Portland State University (PSU) University of Oregon (U of O) Asian American Journalists Association (AAJA) National Association of Hispanic Journalists (NAHJ) National Association of Black Journalists (NABJ) University of California Berkeley (UC Berkeley) Columbia University Emerson College CUNY (City University of New York aka CCNY) Howard University North Carolina Agricultural and Technical State University Brandeis University Grambling State University University of Mississippi American University Stony Brook University Current Public Media Journalists Association (PMJA) Morgan State University Southern Oregon University (SOU) University of California Los Angeles (UCLA) Seattle Pacific University University of Wisconsin-Milwaukee Stanford University University of Portland (U of P) University of Washington - Tacoma Oregon State University (OSU) Willamette University Eastern Washington University Northwestern University Eastern Oregon University (EOU) News Nerdery Slack group (OPB employee accounts) Twitter aka X From a colleague From a current OPB employee Google search</p>	<p>2</p> <p>3</p> <p>1</p> <p>1</p> <p>2</p>	<p>Twitter aka X</p>
<p>Morning Edition Host</p> <p>4/15/2024</p>	<p>14</p>	<p>OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity University of Portland (U of P) Portland State University (PSU) University of Oregon (U of O) Oregon State University (OSU) Urban League of Portland Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) University of California Berkeley (UC Berkeley) Northwestern University Washington State University (WSU) Columbia University North Carolina Agricultural and Technical State University Stony Brook University CUNY (City University of New York aka CCNY)</p>	<p>2</p> <p>1</p> <p>2</p> <p>5</p>	<p>"On the Morning Edition host's group Facebook page"</p>

Public Safety and Health News Editor (cont.)		<p>Greater Public National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) University of California Berkeley (UC Berkeley) Columbia University Emerson College CUNY (City University of New York aka CCNY) University of Missouri Journalism School Eastern Washington University News Nerdery Slack group (OPB employee accounts) American University Eastern Oregon University (EOU) Lewis & Clark College Morgan State University North Carolina Agricultural and Technical State University Northwestern University Seattle Pacific University Stanford University Stony Brook University University of California Los Angeles (UCLA) University of Idaho University of Portland (U of P) University of Washington - Tacoma Washington State University (WSU) Western Oregon University (WOU) Willamette University "URL Media recruiter" "Recruiter" Google search</p>	<p>1 1 1</p>	
Evening News Assignment Editor 6/10/2024	8	<p>OPB Website OPB All Staff email Indeed Local Organizations Craigslist - Portland Mt. Hood Community College (MHCC) Mac's List Corporation for Public Broadcasting (CPB) Oregon State University (OSU) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Greater Public National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) University of California Berkeley (UC Berkeley) Columbia Journalism School Emerson College CUNY (City University of New York aka CCNY) University of Missouri Journalism School University of Washington - Seattle/Bothell Eastern Washington University Seattle University Western Washington University George Fox University American University Eastern Oregon University (EOU) Grambling State University Howard University Lewis & Clark College Morgan State University North Carolina Agricultural and Technical State University Northwestern University Seattle Pacific University Seattle University Stanford University Stony Brook University University of California Los Angeles (UCLA) University of Idaho University of Portland (U of P) University of Washington - Tacoma Washington State University (WSU) Western Oregon University (WOU)</p>	<p>3 3</p>	Indeed

Evening News Assignment Editor (cont.)		Willamette University News Nertery Slack group (OPB employee accounts) LinkedIn "URL Media recruiter"	1 1	
Receptionist/Administrative Services Assistant 8/5/2024	6	OPB Website OPB All Staff email Indeed OPB LinkedIn Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List National Education Telecommunication Association (NETA) Nonprofit Association of Oregon (NAO) Partners in Diversity Mt. Hood Community College (MHCC) Oregon State University (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland From a current OPB employee	2 2 1 1	From a current OPB employee
President & CEO 9/9/2024	8	OPB Website OPB All Staff email Indeed OPB LinkedIn Spencer Stuart's proprietary networks LinkedIn (OPB employee accounts)	8	Spencer Stuart's proprietary networks

RESOURCE AGENCIES

On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list.

Source	Contact and/or Notes	Contact Information
Accounting Jobs Today		https://jobboard.accountingjobstoday.com/employer/pricing/?extre=1
*Affiliated Tribes of Northwest Indians		atni@atntribes.org
American University		https://app.joinhandshake.com/login
Arizona State University (ASU)		https://app.joinhandshake.com/login
Asian American Journalists Association (AAJA)		https://www.aajacareers.org/
*Asian Health Services Center (AHSC)		info@ahscpx.org
Bend Oregon Jobs		https://bendoregonjobs.com/post/
Blacks in Technology (BIT)		https://www.blacksintechology.net/choose-your-post-package/
Brandeis University		https://app.joinhandshake.com/login
Columbia Journalism School		https://columbiajournalism.12twenty.com/
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)		https://www.cpb.org/user
Craigslist - Bend		https://bend.craigslist.org/
Craigslist - Portland		https://portland.craigslist.org/
CUNY (City University of New York aka CCNY)		https://app.joinhandshake.com/login
Current		https://jobs.current.org/employer/login/
Eastern Oregon University (EOU)		https://app.joinhandshake.com/login
Eastern Washington University		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
George Fox University		https://app.joinhandshake.com/login
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
Grambling State University		https://app.joinhandshake.com/login
Greater Public		https://greaterpublic.org/submit-job/
Handshake (this is the recruitment resource that many colleges and universities use)		https://app.joinhandshake.com/login
Hispanic Metropolitan Chamber of Commerce - Oregon		https://hmccoregon.com/business-old/job-board/
Howard University		https://app.joinhandshake.com/login
Idealist		https://www.idealists.org/login
Indeed	all OPB jobs post to Indeed automatically via our HRIS system, ADP's Workforce Now	https://www.indeed.com/
Indiana State University		https://app.joinhandshake.com/login
Indiana State University School of Journalism		https://app.joinhandshake.com/login
Journalism Jobs		https://www.journalismjobs.com/login_emplo
Journalism Next		https://www.journalismnext.com/userlogin.cf
*Klamath Tribal Health	Charlene Hescock	charlene.hescock@klm.portland.ihs.gov
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	vhammarstedt@berkeley.edu , pgleason@berkeley.edu
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	vporter@usc.edu
*KQED	Janelle Hessig	jhessig@kqed.org
Lewis & Clark College		https://app.joinhandshake.com/login
LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/ and employee accounts
Mac's List		https://jobs.macslist.org/login/employer/job
*Mary's Woods Retirement Community at Marylhurst		inevius@maryswoods.com
Morehouse College		https://app.joinhandshake.com/login
Morgan State University		https://app.joinhandshake.com/login
Mt. Hood Community College (MHCC)		https://app.joinhandshake.com/login
Multnomah University		https://app.joinhandshake.com/login
National Association of Black Journalists (NABJ)		https://www.nabjcareers.org/login/

National Association of Hispanic Journalists (NAHJ)		https://www.nahjcareers.org/
National Education Telecommunication Association (NETA)		https://www.netaonline.org/form/job-listing
National Federation of Paralegal Associations		https://p.nat.fed.associationcareernetwork.com/Common/HomePage.aspx/?abbr=PARALEGALS
Native American Journalists Association (NAJA)	Sterling Cospers	scospers@naja.com
Networks and Systems Professionals Association (NaSPA)		https://careers.naspa.com/home/index.cfm?site_id=190
New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication	Mike Wong and Karen Bordeleau	kbordel1@asu.edu
Nonprofit Association of Oregon (NAO)		https://nonprofitoregon.org/jobs
North Carolina Agricultural and Technical State University		https://app.joinhandshake.com/login
Northwestern University		https://app.joinhandshake.com/login
OPB All Staff email	OPB all staff email directory	allstaff@opb.org
OPB Website		https://www.opb.org/careers/
*Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
*Oregon Commission on Black Affairs		OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		https://app.joinhandshake.com/login
Oregon Media Production Association (OMPA)		https://ompa.app.neoncrm.com/np/clients/ompa/survey.jsp?surveyId=11
Oregon State Bar		https://jobs.osbar.org/employer/login/?goto=%2Femployer%2Fpost%2F
Oregon State University (OSU)		https://app.joinhandshake.com/login
Partners in Diversity		https://jobs.partnersindiversity.org/employer-offers
PDX Women in Technology		https://jobs.pdxwit.org/products
PDXMindshare		https://pdxmindshare.com/employers/
Portland Community College (PCC)		https://pcc-csm.symplicity.com/employers/?signin_tab=0&signin_tab=0
Portland State University (PSU)		https://app.joinhandshake.com/login
*Portland State University (PSU) School of Business Graduate Students	Angela Liu	liu28@pdx.edu
Product Manager Job Board		https://productmanagerjobboard.com/
Professional Diversity Network		https://talentally.com/
Public Media Journalists Association (PMJA)		https://jobs.pmja.org/
Reed College		https://app.joinhandshake.com/login
Savannah State University		https://app.joinhandshake.com/login
Seattle Pacific University		https://app.joinhandshake.com/login
Seattle University		https://app.joinhandshake.com/login
Society of Environmental Journalists (SEJ)		https://www.sej.org/job-board
Society of Professional Journalists (SPJ)		https://jobs.spj.org/employers/
Southern Oregon University (SOU)		https://app.joinhandshake.com/login
Spencer Stuart		https://www.spencerstuart.com/
Stanford University		https://app.joinhandshake.com/login
Stony Brook University		https://app.joinhandshake.com/login
Technology Association of Oregon (TAO)		https://www.techoregon.org/tech-oregon-careers/jobs/post-a-job/
Twitter aka X		https://x.com/
University of California Berkeley (UC Berkeley)		https://app.joinhandshake.com/login
University of California Berkeley Graduate School of Journalism		journalismjobs@lists.berkeley.edu
University of California Los Angeles (UCLA)		https://app.joinhandshake.com/login
University of California San Diego (UC San Diego)		https://app.joinhandshake.com/login
University of Idaho		https://app.joinhandshake.com/login

University of Mississippi		https://app.joinhandshake.com/login
University of Missouri - Columbia		https://app.joinhandshake.com/login
University of Missouri Journalism School		https://app.joinhandshake.com/login
University of Oregon (U of O)		https://app.joinhandshake.com/login
University of Portland (U of P)		https://app.joinhandshake.com/login
University of Southern California (USC) Annenberg School for Communications & Journalism		https://annenbergschool.com/employers/?signin_tab=0&signin_tab=0
University of Washington – Seattle/Bothell		https://app.joinhandshake.com/login
University of Washington - Tacoma		https://app.joinhandshake.com/login
University of Wisconsin - Madison Journalism School		https://app.joinhandshake.com/login
University of Wisconsin - Milwaukee		https://app.joinhandshake.com/login
Urban League of Portland		https://jobs.ulpdx.org/payments/new?p=4f307d5b-6ca1-4c73-b418-0614454b20e6
Virginia Tech		https://app.joinhandshake.com/login
Washington State University (WSU)		https://app.joinhandshake.com/login
Western Oregon University (WOU)		https://app.joinhandshake.com/login
*Willamette University		mba-jobs@willamette.edu
Western Washington University		https://app.joinhandshake.com/login
Willamette University		https://app.joinhandshake.com/login
WorkSource Oregon		https://empportal.emp.state.or.us/mprod_ims/cod_dad!/pkg_general.proc_navigate
Young Nonprofit Professionals Association (Portland)		https://ynpn.org/post-a-job/

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
"Career Advisor"	1	1
"Latinas in Journalism Facebook post"	1	
"My sister-in-law"	1	
"News Product Alliance Slack channel"	1	1
"NPR & Friends Slack channel"	1	
"NYC podcast listserv"	2	
"On the Morning Edition host's group Facebook page"	1	1
"Portland Community College Paralegal Chair Email"	1	
"Recruiter"	1	
"URL Media recruiter"	2	
Corporation for Public Broadcasting (CPB)	8	1
Craigslist - Portland	7	
Current (we did not post this job here)	1	
From a colleague	6	1
From a current OPB employee	22	3
Glassdoor (aggregate site)	5	1
Google search	6	
Handshake	1	
Indeed	38	7
Lensa (we did not post here)	1	
LinkedIn	1	2
LinkedIn (OPB employee accounts)	1	
Mac's List	8	1
OPB All Staff email	5	3
OPB LinkedIn	10	
OPB Website	37	3
Oregon Media Production Association (OMPA)	2	1
PDXMindshare	1	
Society of Environmental Journalists (SEJ)	1	
Spencer Stuart's proprietary networks	8	1
Twitter aka X	7	1
Urban League of Portland	1	
Total interviewed	189	
Total Hired		28

LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest Indians
P.O Box 66209
Portland, Oregon 97290
Phone: (503) 249-5770
<https://atntribes.org/>

Asian Health and Services Center (AHSC)
9035 SE Foster Rd.
Portland, OR 97266
Phone: (503) 872-8822
<https://www.ahscpdx.org/>

Goodwill Industries of the Columbia Willamette
1943 SE Sixth Avenue
Portland, OR 97214
<https://meetgoodwill.org/>

Hispanic Metropolitan Chamber of Commerce
1618 SW 1st Ave #250
Portland, OR 97201
Phone: (503) 222-0280
<https://hmccoregon.com/>

Klamath Tribal Health
330 Chiloquin Boulevard
Chiloquin, OR 97624
Phone: (541) 882-1487
<http://www.klamathtribalhealth.org/>

PDX Women in Technology
221 SE Ankeny Street
Portland, OR 97214
Phone: (503) 928-2250
<https://www.pdxwit.org/>

Oregon Advocacy Commission Office (OACO)
P.O. Box 17550
Portland, OR 97217
Phone: (503) 910-3090
<https://www.oregon.gov/oac/pages/index.aspx>

Oregon Commission on Black Affairs
800 NE Oregon St # 930
Phone (503) 731-4582
<https://www.oregon.gov/oac/ocba/pages/index.aspx>

Partners In Diversity
121 SW Salmon St #1440
Portland, OR 97204
Phone: (503) 224-8684
<https://www.partnersindiversity.org/>

Urban League of Portland
10 N. Russell St.
Portland, OR 97227
Phone: (503) 280-2600
<https://ulpdx.org/>

NATIONAL AFFIRMATIVE ACTION:

Asian American Journalists
Association (AAJA)
5 Third St. Suite 1108
San Francisco, CA 94103
Phone: (202) 729-8383
<https://www.aja.org/>

Blacks in Technology
4132 Foxpoint Ridge
Cleveland, Ohio 45002
Phone: (984) 217-7890
<https://www.blackstechnology.net/>

Journalism Next
Phone: (703) 629-0178
<https://www.journalismnext.com/>

National Association of Black
Journalists (NABJ)
1100 Knight Hall, Suite 3101
College Park, MD 20742
Phone: (301) 405-0248
<https://nabjonline.org/>

National Association of Hispanic
Journalists (NAHJ)
1050 Connecticut Ave, NW 5th Floor
Washington, DC 20036
Phone: (866) 624-5674
<https://nahj.org/>

Native American Journalists
Association (NAJA)
395 West Lindsey Street
Norman, OK 73019
Phone: (405) 325-9008
<https://najanewsroom.com/>

Professional Diversity Network
55 E Monroe Street
Chicago, IL 60603
Phone: (312) 614-0950
<https://dei.prodivnet.com/talently/>

Women in Technology National
200 Little Falls Street, Suite 205
Falls Church, VA 22046
Phone: (703) 349-1044
<https://www.womenintechnology.org/>

Prong 3: Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.

(1) Participation in six job fairs by station personnel with hiring responsibilities.

OPB joined NPR and two dozen other public media organizations from across the country as part of the ongoing nationwide public media recruiting efforts called Think Public Media. OPB's People and Culture Representatives along with journalists and editors attended the following conferences as part of our recruitment efforts:

- NAHJ - National Association of Hispanic Journalists – July 9 - 13
- AAJA - Asian American Journalists Association – August 7-10
- NLGJA Association of LGBTQ+ Journalists – September 5 - 7

OPB People & Culture Generalist in collaboration with staff representatives from NPR, MPR and KQED attended and participated in recruitment efforts at the Indigenous Media Conference July 25-27, 2024.

OPB's People & Culture Generalists as well as other OPB reporters and editors, some of which participated in conference panels, attended Building a Better Journalist conference hosted by SPJ Pro Chapter and the AAJA Portland Chapter was attended on October 28, 2023.

OPB People and Culture representatives tabled at the following local events and job fairs:

- University Of Oregon Fall Career & Internship Expo on October 18, 2023
- Oregon State University School of Communication Career Fair on November 1, 2023

(5) Establishment of an internship program designed to develop skills needed for broadcast employment

For the summer of 2024 we hosted four paid interns in our Content department for a 10-week summer program. The students were in the following internships: [Charles Snowden Program for Excellence in Journalism Internship](#), [Maynard E. Orme Internship](#), [Jon R. Tuttle Journalism and Production Diversity Internship](#) and [Internship for Emerging Journalists](#). They were from the: University of Oregon (2), Washington University in St. Louis and Scripps College.

People & Culture and OPB's Training Editor worked closely to build a curriculum centered on teaching relevant skills for today's media landscape. In addition to their daily responsibilities, they engaged in weekly training sessions that cover a broad range of storytelling forms and tools. Internship managers provided interns with opportunities to produce their own work across multiple platforms and ensured that there was ample opportunity to shadow veteran journalists in the field. Through this program OPB interns were also able to learn more about opportunities in public media and foster relationships with each other.

We continue to host paid legal externs from the following law schools: University of Oregon, Lewis & Clark College and Willamette University. In the past year, we've hosted 6 legal externs, two per term and two over the summer.

(12) Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities (such as a state broadcasters association).

For all of our upper-level openings, we listed them in a job bank or newsletter of a media trade group with a broad-based membership. This year we had three upper-level openings. Each job posting had slightly different places we advertised, noted below:

Director of Platform & Product:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners In Diversity, Professional Diversity Network, Nonprofit Association of Oregon, Urban League of Portland, Women in Technology, Oregon Institute of Technology, Product Manager Job Board, Handshake, and Indeed.

Director of Media Operations:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners in Diversity, Nonprofit Association of Oregon, Urban League of Portland, Handshake, and Indeed.

Director, Digital Membership:

OPB LinkedIn, Corporation for Public Broadcasting, Greater Public, Hispanic Metropolitan Chamber of Commerce – Oregon, NETA, Partners in Diversity, Nonprofit Association of Oregon, Urban League of Portland, Handshake, and Indeed.

(14) Providing training to management level personnel and governing board as to methods of ensuring equal employment opportunity and preventing discrimination.

- As part of OPB's hiring processes, our People & Culture Generalist engages each hiring panel in bias awareness training, focusing on the biases that often happen during hires.
- OPB staff completed CPB's required updated Harassment Prevention Training by the September 30, 2024 deadline.
- OPB Trained our People Managers using 15Five on a series of critical topics from October 2023 ending in June 2024, including Diversity, Equity, Inclusion, & Belonging, Manager as Coach and Building Strong Relationships, Making 1-on-1s Meaningful, Feedback for Redirection, Feedback for Appreciation, Role Clarity & Energizing Work, Moving from Burnout to Thriving, and Managing Performance all of which reinforced equal opportunity and prevention of discrimination.
- As part of our CEO search process, the board of directors completed bias awareness training at their March 2024 board meeting, focusing on the biases that often happen during hires, similar to what our other hiring panels receive.