

EEO Public File Report
KANU-FM 91.5
FEBRUARY 1, 2020 – JANUARY 31, 2021

JOB VACANCIES

KPR did not fill any full-time, regular job vacancies during the specified time period

OUTREACH INITIATIVES

- **KPR Internship Programs**

KPR has an ongoing, established internship program that allows interns to gain necessary skills for careers in broadcasting.

- Programming Internship – Programming interns assist the Music Director in presenting musicians in live studio performances at KPR; including greeting performers, administering broadcast release forms, and assisting with production in the live studio and announcing during live broadcasts. Additionally, programming interns assist the Program Director with the production of live remote events and podcast content.
 - Because of the COVID-19 pandemic, KPR’s building was closed to visitors and events and live broadcasts were canceled for most of the time period covered by this report. Therefore, no programming interns were utilized the past year.
- Development Internship – Development interns assist with station events, marketing campaigns, membership drives, and public relations.
 - Because of the COVID-19 pandemic, KPR canceled all of its in-person events and membership drives were conducted remotely. Therefore, no development interns were utilized the past year.
- News Internship – News interns are instructed in digital editing techniques, story creation, story production, sound-gathering, research, story writing, and other aspects of news production.
 - Isabel Ashley, July 2019 – March 2020 (again, because of the pandemic, the KPR News department did not utilize interns at the same level as it does during a typical year.)

- **General Outreach Effort Participation**

KPR always utilizes numerous online job banks and other websites to advertise recruitment efforts; such as KPR’s own website, the KAB Job Bank, the CPB Jobline, Greater Public’s job listing site, and others. However, because there were no vacancies to fill, KPR did not utilize these outreach efforts during the past year.

- **Kansas Association of Broadcasters (KAB) Scholarship Program**

KPR provides financial contributions to the scholarship fund on an annual basis. KPR also promotes the availability of the scholarship to interested candidates, provides the necessary form and contact information upon request, and answers any questions that the interested parties may ask.

- **Job Fair Participation**

KPR typically sends its Business Manager, Nicole Banman, to at least two job fairs each year. It had plans to send Nicole to the Kansas Association of Broadcasters student career job fair in April 2020, but the event was canceled because of the COVID-19 pandemic. Similarly, other community job fairs Nicole would have attended were canceled such as the local job fair in Lawrence, Kansas, hosted by Lawrence.com (which is owned by the Lawrence Journal-World), which would have taken place in May 2020 and the Step-Up Job Fair in Topeka, Kansas, which would have taken place in June 2020. So KPR was not able to fulfill this initiative over the past year.

- **Student Engagement in the Community**

KPR Presents host and reporter, Kaye McIntyre, served as a community judge and engaged with students about broadcasting at the Lawrence High School *Showtime* auditions on February 16, 2020. KPR's *All Things Considered* host and journalist, Laura Lorson, spoke with high school students and served as a judge at the state finals of the National Endowment for the Arts *Poetry Out Loud* competition on February 29, 2020, where she discussed careers in broadcast storytelling. Kaye McIntyre gave a guest lecture for the University of Kansas Broadcast Journalism class on March 18, 2020. Laura Lorson also attended a virtual event on June 20, 2020, hosted by the Lawrence Public Library, where she was featured to students as a local newswoman and discussed her career and the importance of broadcasting during a pandemic. On October 28, 2020, KPR Statehouse Reporter, Stephen Koranda spoke with a group of students during a virtual event hosted by the Lawrence Public Library about his career as a political journalist.

PARTICIPATION IN PROFESSIONAL DEVELOPMENT

- **2020 Public Media Business Association virtual conference**

May 26-29, 2020; Business Manager, Nicole Banman, attended the conference online. She attended various professional development workshops including presentations aimed at increasing diversity and inclusion; such as *Culture Eats Strategy for Breakfast*, *Inclusive Strategic Planning*, and *Navigating Change & Empowering Your Team*.

- **2020 Kansas Association of Broadcasters Virtual Convention**

October 20-22, 2020; Director, Dan Skinner; News Director, J. Schafer; Statehouse Reporter, Stephen Koranda; *KPR Presents & Weekend Edition* host, Kaye McIntyre; Development Director, Feloniz Lovato-Winston; & Underwriting Sales Representatives, Jake Jacobson and Christy Imel all attended the convention online. They sat in on such workshops as *Battling Bias*, *Attracting and Retaining a Diverse Staff*, and others.

- **KU's Tenth Annual Staff Leadership Summit**

April 27 - May 1, 2020; Business Manager, Nicole Banman, attended the virtual summit online. The various topics covered at the summit include: *Stigmas Surrounding Mental Health in the Workplace – how to address them and be an ally*, *Authentic (Assertive) Nonviolent Communications*, *Service Animals and the Americans with Disabilities Act*, and *Enhancing Well-Being and Positive Mental Health*.