

EEO Public File Report, October 2022-September 2023

**SPOKANE PUBLIC RADIO**  
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Washington  
KIBX FM, KXJO FM, KLGGM FM Idaho

EEO PUBLIC FILE –ANNUAL-REPORT [2022-2023]

Placed in the Public File and posted online on or before October 1, 2023

FCC rule 73.2080 requires this station to report the following information for all full-time employment vacancies.

1. A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of initiatives undertaken to satisfy the requirement to complete four activities within a two-year period.

**Section I- Recruitment**

<b>Full-Time Vacancies Filled During Past Year: 2</b>	
<b>Recruitment / Referral Sources: List all recruitment sources used to seek candidates, clearly indicating which source(s) referred the person hired for the position, and which source(s) referred persons interviewed for the position. Use the attached list of recruitment source.</b>	
From the list in Section II: ** indicates the recruitment sources used for these positions	
<b>Job Title: Sales/Underwriting Associate</b>	<b>Date Filled: 02/01/2023</b>
<b>Job Title: Sales/Underwriting Associate</b>	<b>Date Filled: 07/05/2023</b>
Total Applicants:14 Total Interviewed: 3	
Of those interviewed for the position, note the sources of recruitment.	
Source: Express Employment Professionals	Hired? Yes
Source: SPR Website	Hired? Yes
Source: Express Employment Professionals	Hired? No

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**Section II-EEO Full Time Position Recruitment List** *\*\* indicates the recruitment sources used for these positions*

\*\* The Spokesman Review  
Print Ads and on-line postings  
<https://jobs.spokesman.com/>  
999 West Riverside Avenue  
Spokane WA 99201  
(509) 459-5124

LinkedIn  
<https://www.linkedin.com/jobs/>

Indigenous Journalists Association (IJA)  
(Formerly Native American Journalists Association)  
<https://indigenousjournalists.org/jobs/>

\*\* Spokane Public Radio:  
Website Employment/Internship Opportunities Pages  
[www.spokanepublicradio.org](http://www.spokanepublicradio.org)  
<http://spokanepublicradio.org/internships>  
<https://www.spokanepublicradio.org/employment-opportunities-at-spr>  
(509)328-5729

\*\* Association of Independents in Radio  
328 Flatbush Ave., #322  
Brooklyn, NY 11238  
[air@well.com](mailto:air@well.com)

\*\* Spokane Public Radio Social Media

\*\* Facebook - Multiple postings  
<https://www.facebook.com/spokanepublicradio>

\*\* Instagram – Multiple postings  
<https://www.instagram.com/spokanepublicradio>

\*\* X (formerly twitter) – Multiple postings  
<https://twitter.com/pokanepubradio>

National Asian American Telecommunications  
Association  
145 9th Street, Suite 350  
San Francisco, CA 94103  
[naata@naatanet.org](mailto:naata@naatanet.org)

\*\* Current/Publicmediajobs.org  
<https://jobs.current.org/>  
4400 Massachusetts NW  
Washington, Dist. Columbia 20016

\*\* Pacific Islanders in Communications  
1221 Kapiolani Boulevard, Ste 6A-4  
Honolulu, HI 96814  
[piccom@aloha.net](mailto:piccom@aloha.net)

\*\* CPB  
<https://www.cpb.org/jobline>  
401 Ninth Street, NW  
Washington DC 20004-2129

\*\* American Women in Radio and Television, Inc.  
8405 Greensboro Dr., Suite 800  
McLean, VA 22102  
[info@awrt.org](mailto:info@awrt.org)

National Association of Black Journalists  
<https://nabjonline.org/>

Asian American Journalists Association  
1182 Market St, Ste 320  
San Francisco, CA 94102  
PHONE: 415-346-2051  
[National@aaja.org](mailto:National@aaja.org)

National Association of Hispanic Journalists  
<https://nahj.org/>  
NAHJ Career Center  
Windsor, CA 95492

\*\* Bennington College/Handshake  
<http://www.bennington.edu/careerdevelopment>  
[fwat@bennington.edu](mailto:fwat@bennington.edu)  
Bennington, Vermont

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**Community Referrals and Resources:**

**\*\* Spokane Woman's Club**

1428 W 9th Ave  
Spokane, WA 99204  
[info@TheWomansClubofSpokane.org](mailto:info@TheWomansClubofSpokane.org)

**\*\*East Central Community Center**

500 S. Stone  
Spokane, WA 99202  
[sellis@spokanecity.org](mailto:sellis@spokanecity.org)

**\*\* West Central Community Center**

1603 N. Belt  
Spokane, WA 99205  
[info@westcentralcc.org](mailto:info@westcentralcc.org)

**\*\* South West Spokane Community Center**

310 S Spruce St.  
Spokane, WA 99201  
[lacaiya@hotmail.com](mailto:lacaiya@hotmail.com)  
Spokane, WA 99207  
<http://necca.myspokane.net/contact.php>

**\*\* Colville Tribes**

21 Colville St  
Nespelem, WA 99155  
(509) 634-2200  
Brian Nissen, HR Director  
509-634-2286  
[brian.nissen@colvilletribes.com](mailto:brian.nissen@colvilletribes.com)

**\*\* Eastern Washington University Career**

Services/Handshake  
EWU Career Center  
Pence Union Building 332  
Cheney, WA 99004  
[careers@ewu.edu](mailto:careers@ewu.edu)  
509-359-6365

**\*\* Spokane Institute for Extended Learning**

2917 West Fort George Wright Drive  
Spokane, WA 99224-5202  
509-279-6000, 509-533-8400  
Valerie Smith Senatore, PhD, provost

**\*\* Spokane Community College**

Career Services Bldg. 6, Lair Student Center  
1810 North Greene Street  
Spokane, WA 99217  
509-533-7000  
Kyla Bates, Program Coordinator  
[Kyla.Bates@scc.spokane.edu](mailto:Kyla.Bates@scc.spokane.edu)  
<https://ccs.spokane.edu>

**\*\* Whitworth University/Handshake**

300 W. Hawthorne Road  
Spokane, WA 99251  
509-777-1000

**\*\* Lewis-Clark State College/Handshake**

<https://www.lcsc.edu>  
Lewiston, Idaho  
[secc@lcsc.edu](mailto:secc@lcsc.edu)  
208-792-2144

**\*\* Spokane Falls Community College**

3410 W Fort George Wright Drive  
Spokane, WA 99224  
1-888-509-7944  
Career & Transfer Services  
Nicolas Burnham, Program Coordinator  
[Nicolas.Burnham@sfcc.spokane.edu](mailto:Nicolas.Burnham@sfcc.spokane.edu)

**\*\* Washington State University/Handshake**

Lighty Student Services Bldg. 160-180  
Academic Success and Career Center  
PO Box 641061  
Pullman, WA 99164-1061  
[ascc@wsu.edu](mailto:ascc@wsu.edu)

**\*\* Gonzaga University**

GAMP Career Center  
502 E Boone Ave  
Spokane, WA 99258  
Kevin Pratt, GAMP\* Director  
509-313-4086  
[pratt@gu.gonzaga.edu](mailto:pratt@gu.gonzaga.edu)

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AARP Foundation - SCSEP  
Senior Community Service Employment Program  
222 W Mission #118  
Spokane, WA 99201  
(509)325-7712  
Karen Johnson Asst. Project Manager

\*\* YWCA Opportunity Center  
930 N Monroe St  
Spokane, WA 99201  
509-326-1190

\*\*Greater Spokane Incorporated Job board  
<https://greater Spokane.mcjobboard.net/jobs>

\*\*WorkSource Washington Job board  
<https://www.worksourcewa.com>

\*\* Express Employment Professionals  
331 W Main  
Spokane, WA 99201  
509-747-6011

\*\* Word of Mouth/Friend

**Section III – Outreach Initiatives**

Based on the federal definition of full time of 30 hours a week or more Spokane Public Radio has 14 full time employees. Under the FCC’s EEO rules, it is responsible for engaging in at least four outreach activities in every two-year period. The activities listed here completed in 2022-2023, together with the activities scheduled for the 2023-2024 calendar year will comprise at least four activities which comply with the rules.

**Category 1 – Job Fairs**

Throughout the year our Volunteer Manager and other staff attend service learning events and job/internship fairs at local institutions. These events help build awareness of careers in broadcasting, and bring potential employees as well as interns, to our attention, as well as building Public Radio awareness in our communities. We introduce staff to the community, and discuss station needs, as well as what we do and how we do it. Since the Covid-19 pandemic these opportunities have slowly returned. Some local colleges and universities are, again, offering in-person job and internship fairs this fall and we were able to participate in one. Job Fair(s) participated in during this period:

- September 13, 2023 Volunteer, Job, and Internship Fair at Gonzaga University, we talked with students about volunteer and internship opportunities as well as made connections with other organizations regarding potential partnerships.

As local schools and colleges reopen to outside organizations we will continue to attend as health and safety allow, and help spread awareness of our volunteer and internship opportunities and future careers in public broadcasting.

**Category 5 - Internship Program**

Traditionally SPR internships are available for school-credit for students at area colleges, universities, high schools, and training programs. We offer internships in radio production, journalism, music, and literary radio production.

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- News Intern, April-June 2023: Senior from Eastern Washington University, under the direction of News and Program Director. Duties included rewriting press releases for SPR newscasts, contacting/interviewing news sources, and producing news and feature stories. On average the intern spent 15-20 hours per week on these activities.

**Category 11 – Community Events/Providing Access to Local Students**

Annually SPR produces a family-oriented live concert series, *Free KPBX Kids' Concerts*, which it widely publicizes in an effort to expose local children to a variety of types of music and the performing arts. While these concerts were moved to special on-air broadcasts during the pandemic we have been able to bring them back to live, in-person events since September 2022. Volunteer and station information is displayed and available at all of our Free Kids' Concerts and outreach events. In addition to these concerts, we regularly invite local students (poets and musicians) to perform on the air several times a year, including:

- Stevens Elementary students read their poems from the 13<sup>th</sup> Annual Third-Grade Poetry Slam workshop with SCC on our *Poetry Moment* feature (March 6-10, 2023). The recordings were also added to the SPR *Poetry Moment* webpage.
- Our *Piano Bench* program (March 14, 2023) also hosted Whitworth University students who played selections from their recent Spring Recital and talked with program host/producer about their music backgrounds and the selections played.
- Musician/Demonstrators (8) from the music department of Eastern Washington University, hosted by SPR Music Producer, performed monthly (March through June, 2023) on one of our in-studio broadcast productions, *The Piano Bench*. Music for piano and variety of string instruments were played, demonstrating the quality and high standards of collegiate level performance while allowing SPR an opportunity to pursue our mission of providing listeners with examples of fine regional performance.
- Musician/Performers (60), students from Musicfest Northwest, a regional, adjudicated festival, performed for our May 2023 *KPBX Kids' Concert Broadcast: Musicfest Northwest*, hosted by the SPR Arts and Music Director. In addition to performing these students shared about their passion for music and future careers in music.
- Wenatchee Valley College Students/Poets (September 4-8, 2023) read selections of poems daily on our *Poetry Moment* feature; students selected local and regional works to read on the air. The recordings were also added to the SPR *Poetry Moment* webpage.

**Category 12 - Job Vacancy Announcements to Groups with Significant Minority and Female Membership.**

As job openings occur, the Spokane Public Radio Station Employment Unit provides job opening announcements to a number of national, regional, and local community groups and industry entities which have minority or female members. Because the demographics of our area include a relatively-small percentage of minority group members, Spokane Public Radio committed itself several years ago to notifying industry and professional organizations whose membership includes minority and female members about all upper-level and professional job vacancies, as well as posting such information on the career web site/bulletin boards of those organizations which provide such a

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service. In addition to posting on the extensive job site of the Corporation for Public Broadcasting, which all candidates for public radio jobs, including minority group members and women, are likely to consult; Spokane Public Radio sends notification to the following entities. These entities, along with our community referrals, are present on pages 2-4 with address and contact information.

- CPB
- National Association of Black Journalists
- National Association of Hispanic Journalists
- Indigenous Journalists Association
- National Asian American Telecommunications Association
- Pacific Islanders in Communications
- American Women in Radio and Television, Inc.
- Spokane Woman's Club
- Colville Tribes
- YWCA Opportunity Center

**Category 16 – Volunteer Program**

Spokane Public Radio has a longstanding volunteer program, recruiting volunteers from the local community on an on-going basis. The volunteer program, together with the hands-on training that volunteers receive, provides a diverse and talented pool of applicants from the local community when job openings arise at the station. A volunteer recruitment page is a prominent part of the Spokane Public Radio web site. As mentioned earlier, with Covid restrictions easing many of our in-person events and volunteer activities have resumed, including:

- Librarian, Community Volunteer (1) October 2022-Current: Supervised by SPR's Arts and Music Director, the librarian's duties included sorting, organizing, and maintaining the SPR classical music library, as well as maintaining the related database. This volunteer also assisted in routine archiving duties. This community volunteer generally spends 3 hours a week in this position.
- Data Entry and Business Support Community Volunteer (1), October 2022-Current: Under the supervision of SPR's Membership Manager this volunteer's primary responsibilities include data entry throughout the year and other special projects as assigned. This volunteer spends between 3-6 hours per week depending on needs of the department.
- Record Sale Community Volunteers (8), December 2022 through February 2023: These volunteers were the primary sorters and organizers of the donations for the annual sale, supervised directly by SPR's Volunteer and Outreach Manager. Volunteers were responsible for receiving donations, testing equipment, categorizing, sorting, labeling, and preparing donations for the annual event. One community volunteer also co-hosted an on-air showcase of rare recordings available at the sale. These eight community volunteers spent an average 15-20 hours a week in the months leading up to the sale.
- Programming Support Volunteer, Coeur d'Alene High School Student, Summer 2023: This student, supervised by Classical Producer and Host and production staff, learned production skills, observed live interviews, and help organize gear and equipment used in the performance studio.

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- Community Producers, October 2022 through Current: Spokane Public Radio has twelve (12) Community Producers who create locally produced, original, program content for broadcast on both KPBX and KSFC. While each show is unique to the community producer/host(s) all shows are designed to entertain and engage our listening audience, exposing them to music, arts, and culture. Community Producers create, research, record, and produce shows ranging from *Soundspace* an eclectic dreamscape of music, spoken word, and interviews to Front Porch Bluegrass, featuring selections spanning the wide spectrum of traditional and progressive bluegrass, these community volunteers are supervised by the SPR Program Director.