



BOISE STATE PUBLIC RADIO ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. In cooperation with its licensee, Idaho State Board of Education and the Human Resources Department of Boise State University (BSU), this Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KBSC Cambridge, KBSK McCall, KBSM McCall, KBSP Stanley, KBSQ McCall, KBSS Sun Valley, KBSJ Jackpot, KBSU Boise, KBSW Twin Falls, KBSX Boise, KBSY Burley, KBXY Stanley, KLCZ Lewiston, KWRV Sun Valley, and is required to be placed in the online public inspection files of these stations. The information in this Report covers the period beginning June 1, 2023 to and including May 31, 2024 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephonenumber.
3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source in connections with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Job Title	Total Interviewed for the Position	Recruitment Source (Total Number Referred by Recruitment Source)	Recruitment Source that Referred the Persons Hired
Development Specialist, Associate	6	1-Boise State Career 1-Indeed 3-Employee Referral 1-LinkedIn	Employee Referral

Recruitment Source Detail:

Source	Contact	Address	Phone
Association of Fundraising Professionals	Webmaster	4300 Wilson Blvd, Ste 300 Arlington, VA 22203	703-684-0410
Boise State Public Radio Facebook	Lacey Daley	1910 University Dr Boise, ID 83725-1916	208-426-3629
Boise State Public Radio website	Lacey Daley	1910 University Dr Boise, ID 83725-1916	208-426-3629
Boise State University Careers page	Christine Uria/Boise State Human Resources	1910 University Dr Boise, ID 83725-1265	208-426-1616
BoiseldahoJobs.com	Webmaster	Unavailable	800-225-1372
CPB Jobline	Webmaster	901 E St, NW Washington D.C. 20004	202-879-9600
<i>Current Magazine</i>	Alyne Ellis	6930 Carroll Ave, Ste 625 Takoma Park, MD 20912	202-320-3275
Greater Public Jobline	Webmaster	401 N 3 rd St, Ste 370 Minneapolis, MN 55401	612-677-1508
HigherEdJobs.com	Unavailable	715 Lake St, Ste 400 Oak Park, IL 60301	708-848-4351
High Country News	Webmaster	119 Grand Ave Paonia, CO 81428	970-527-4898

Idaho Nonprofit Center	Webmaster	5257 W Fairview Avenue Ste #260 Boise, ID 83706	208-424-2229
Idaho Press Club	Martha Borchers	P.O. Box 2221 Boise, ID 83701	208-389-2879
Indeed.com	Webmaster	7501 N Capital of TX Hwy Austin, TX 78731	800-462-5842
JournalismJobs.com	Webmaster	Unavailable	510-508-7386

LinkedIn (Boise State Public Radio)	Kristin Jackson or Lacey Daley (BSPR)	1910 University Dr Boise, ID 83725-1916	208-426-3663
LinkedIn (Boise State University)	Christine Uria/Boise State Human Resources	1910 University Dr Boise, ID 83725-1265	208-426-1616
National Alliance of State Broadcasting Associations (Idaho State Broadcasters Association)	Webmaster	445 Union Blvd Lakewood, CO 80228	720-536-5427
PRADO (Public Radio Association of Development Officers) Listserv	Mary Hendley	900 S Crouse Ave Syracuse, NY 13244	315-443-1870
PRNDI (Public Radio News Directors Incorporated)/PMJA	Chris Diers	PO Box 838 Sturgis, SD 57785-0838	605-490-3033
State of Idaho – Division of Human Resources	Christine Uria/Boise State Human Resources	1910 University Dr Boise, ID 83725-1265	208-426-1616

https://thegroundtruthproject.org/ & https://www.reportforamerica.org/	Webmaster	1600 El Camino Real, Suite 155 Menlo Park, CA 94025	650-319-7808
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Boise State Public Radio's Supplemental Outreach Initiatives June 1, 2023 through May 31, 2024

This section summarizes Boise State Public Radio's supplementary outreach to broaden dissemination of employment opportunities with the station and information about careers in public media.

1. Establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

June 2023-May 2024: Voces Internship of Idaho is an equity-driven internship program that strives to bring in new and needed voices to Idaho's news landscape by opening doors for young Latino Idahoans to get professional paid experience to kick start their careers. Boise State Public Radio (BSPR) works closely with the Voces Internship of Idaho program to bring underrepresented voices into journalism careers. In fact, one of Boise State Public Radio's interns was part of the inspiration to start funding the scholarship program and remains as a mentor for incoming interns. BSPR works closely with the founders who work tirelessly to match interns with newsrooms. BSPR hosts a career workshop every cycle to guide interns into finding full-time jobs. The Voces program has increased how Latinos and Latinas are represented in the news media in Idaho. The number of applicants continues to increase, a show of the reputation of the program. The station will continue to work with Voces to bring in and support new interns into careers, and has hosted two Voces Interns since their inception in 2022. <https://www.vocesinternship.com>

June 2023-May 2024: Four area college students completed our formal Spring-Fall internship program. The goal of the Boise State Public Radio (BSPR) internship program is to provide students with the opportunity to learn various facets of the news business from inside a working newsroom. By seeing the processes of planning and executing daily news content, students come away with a better understanding of the way modern media works. Sáša Woodruff was the supervisor of the program. Since Covid-19 the internships have been a combination of remote and in person participation.

2. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

Ongoing: As a department at Boise State University, Boise State Public Radio is served by multiple recruiters in the Human Resources department, with our main recruiter being Christine Uria. The recruiters frequently attend community and educational job fairs to inform visitors about open positions at the University and discuss career opportunities. Boise State Public Radio positions are included in the information disbursed to job fair guests, and recruiters notify Boise State Public Radio HR regarding attendees interested in broadcasting opportunities specifically. Specific dates of job fairs were: February 14, 2024 with a student focus.

3. Participation in job banks, internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notices of specific job vacancies).

Ongoing: Boise State Public Radio actively participates year-round with community partners like City Club of Boise, Boise Philharmonic, Idaho Shakespeare Festival and Idaho Press Club to encourage local engagement with other broadcasters and the public.

4. Mentorship

Ongoing: Boise State Public Radio participates with The Groundtruth Project and Report for America.

(<https://thegroundtruthproject.org/>) A hire in 2022, a general assignment reporter, was recruited through the innovative grant program, the GroundTruth Project. The grantors reviewed 1,000 applications and recommended 4 finalists for the BSPR SEU to interview, from which group we selected and hired a finalist who began on 5/29/22 and is being mentored by more experienced reporters on BSPR's news staff. The Groundtruth Project is an award-winning, independent, non-partisan, nonprofit news organization dedicated to supporting and developing the next generation of journalists.

Ongoing: Boise State Public Radio values participation in industry organizations and coalitions that are continuously working to further the field of public media, for both our staff and the greater public. Our management team is individually members of the following organizations: Public Radio News Directors Incorporated (PRNDI)/PMJA, Public Media Business Association (PMBA), Public Radio Program Directors Association (PRPD), Society of Broadcast Engineers (SBE), the Idaho Press Club and working groups like Federal Emergency Management Agency-Integrated Public Alert & Warning System (FEMA-IPAWS). Additionally, Boise State Public Radio is a member station and board member of Western States Public Radio (WSPR) and is also a Greater Public member station, supporting their mission to advance public media organizations across the country.