



OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2021 and ending
September 21, 2022

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, KOGI/Glendon 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):

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

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<p>Operations Manager</p> <p>10/1/2021</p>	<p>11</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Oregon State University (OSU) Portland Community College (PCC) Washington State University (WSU) LinkedIn (OPB employee accounts) "Family member" Glassdoor (aggregate site) Indeed</p>	<p>2 1 1 1 5</p>	<p>OPB Website</p>
<p>Announcer/Producer</p> <p>10/1/2021</p>	<p>9</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Asian American Journalists Association (AAJA) Bennett College Columbia University City University of New York (CUNY or CCNY) Emerson College Entertainment Careers Indiana State University Journalism Next Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Latino Public Radio Consortium Medill Northwestern University National Association of Hispanic Journalists (NAHJ) National Association of Black Journalists (NABJ) Native American Journalists Association (NAJA) Native American Public Telecommunications (Vision Maker Media) New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication Pacific Islanders in Communications South Asian Journalists Association (SAJA) The Journalism School at Columbia University University of Oregon (U of O) School of Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism University of Missouri</p>	<p>4 3 1</p>	<p>OPB Website</p>

Announcer/Producer (cont.)		University of Wisconsin-Madison University of Southern California Annenberg School for Communications & Journalism Howard University Hampton University North Carolina Agricultural and Technical State University Morehouse College Linkedin (OPB employee accounts) From an OPB employee Indeed	1	
Weekend News Editor 10/25/2021	4	OPB Website OPB All Staff email OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Native American Journalists Association (NAJA) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University Columbia Journalism School Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Florida Agricultural & Mechanical University Grambling State University Howard University Savannah State University Southern University and Agricultural & Mechanical College North Carolina Agricultural and Technical State University Hampton University Linkedin (OPB employee accounts) Twitter (OPB employee accounts) Indeed	3 1	OPB Website

<p>Development Operations Coordinator</p> <p>11/1/2021</p>	<p>9</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Portland State University (PSU) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Think Public Media Institute for Nonprofit Management (INPM) Young Nonprofit Professionals Association - Portland Willamette Valley Development Officers (WVDO) Portland Community College (PCC) Washington State University (WSU) Current LinkedIn (OPB employee accounts) Indeed</p>	<p>3</p> <p>1</p> <p>1</p> <p>1</p> <p>3</p>	<p>OPB Website</p>
<p>Marketing Coordinator</p> <p>11/8/2021</p>	<p>13</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Portland State University (PSU) University of Oregon (U of O) Urban League of Portland Multnomah University WorkSource Oregon Central Oregon Community College Chemeketa Community College Blue Mountain Community College Clackamas Community College Clark College Columbia Gorge Community College Portland Community College (PCC) Southern Oregon University (SOU) Young Nonprofit Professionals Association - Portland Slack Public Radio Association of Development Officers channel (via OPB employee) LinkedIn (OPB employee accounts) "Google job search" Indeed</p>	<p>1</p> <p>6</p> <p>1</p> <p>1</p> <p>4</p>	<p>LinkedIn</p>
<p>Member Center Representative</p> <p>12/13/2021</p>	<p>12</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting jobline University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon</p>	<p>6</p> <p>1</p>	<p>OPB Website</p>

<p>Member Center Representative (cont.)</p>		<p>Portland State University (PSU) WorkSource Oregon Partners in Diversity National Education Telecommunications Association (NETA) Greater Public Young Nonprofit Professionals Association - Portland Portland Community College (PCC) Washington State University (WSU) University of Portland (U of P) Southern Oregon University (SOU) Western Oregon University (WOU) Reed College Lewis & Clark College Twitter (OPB employee accounts) Direct email to colleagues (via OPB employee) LinkedIn (OPB employee accounts) Indeed</p>	<p>1 1 3</p>	
<p>Managing Producer, "Think Out Loud®" 12/14/2021</p>	<p>6</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) Multnomah University WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University Columbia Journalism School Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Florida Agricultural & Mechanical University Grambling State University Howard University Savannah State University Southern University and Agricultural & Mechanical College North Carolina Agricultural and Technical State University Hampton University Direct email to colleagues (via OPB employee)</p>	<p>2 1</p>	<p>From an OPB employee</p>

Managing Producer, "Think Out Loud®" (cont.)		<ul style="list-style-type: none"> LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From an OPB employee "Google job search" Indeed 	<ul style="list-style-type: none"> 1 1 1 	
<p>Legal Assistant</p> <p>12/27/2021</p>	7	<ul style="list-style-type: none"> OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Portland State University (PSU) University of Oregon (U of O) Multnomah University Urban League of Portland WorkSource Oregon Portland Community College (PCC) Hire Heroes USA Latino Public Broadcasting Clackamas Community College Clark College Columbia Gorge Community College Central Oregon Community College Current Indeed 	<ul style="list-style-type: none"> 1 1 2 3 	OPB Website
<p>Senior Camera Operator/Editor</p> <p>1/3/2022</p>	11	<ul style="list-style-type: none"> OPB Website OPB All Staff email OPB Twitter OPB LinkedIn LinkedIn groups: Asian American Journalists Association (AAJA), National Association of Black Journalists (NABJ), National Association of Hispanic Journalists (NAHJ), Native American Journalists Association (NAJA) Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro Oregon Media Production Association (OMPA) Northwest Film Center NW Documentary University of Southern California Annenberg School for Communications & Journalism University of California Berkeley 	<ul style="list-style-type: none"> 1 2 1 	From an OPB employee

<p>Senior Camera Operator/Editor (cont.)</p>		<p>University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University The Journalism School at Columbia University Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Portland Community College (PCC) opbmusic Sessions video crew (via OPB employee) Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee account) Direct email to colleagues (via OPB employee) Facebook University of Oregon's multimedia journalism master's program group (via OPB employee) From an OPB employee From a colleague Indeed</p>	<p>3 2 2</p>	
<p>Radio Operations Coordinator</p> <p>1/10/2022</p>	<p>7</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Asian American Journalists Association (AAJA) Bennett College Columbia University City University of New York (CUNY or CCNY) Emerson College Entertainment Careers Indiana State University Journalism Next Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Medill Northwestern University National Association of Hispanic Journalists (NAHJ) National Association of Black Journalists (NABJ) Native American Journalists Association (NAJA) Native American Public Telecommunications (Vision Maker Media) New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication Pacific Islanders in Communications South Asian Journalists Association (SAJA) The Journalism School at Columbia University University of Oregon (U of O) School of Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism University of Missouri University of Wisconsin-Madison</p>	<p>5</p> <p>1</p>	<p>OPB Website</p>

<p>Managing Editor, Science and Environment (cont.)</p>		<p>University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University Columbia Journalism School Medill Northwestern University Emerson College University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Florida Agricultural & Mechanical University Grambling State University Howard University Savannah State University Southern University and Agricultural & Mechanical College North Carolina Agricultural and Technical State University Hampton University Stony Brook University Facebook (OPB employee accounts) Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) From an OPB employee Indeed</p>	<p>1 1</p>	
<p>News Editor, Health and Justice</p> <p>4/18/2022</p>	<p>7</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Multnomah University Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Education Telecommunication Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley</p> <p>University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University Columbia Journalism School Medill Northwestern University Emerson College University of Wisconsin-Madison</p>	<p>3 1</p>	<p>Journalism Jobs</p>

<p>News Editor, Health and Justice (cont.)</p>		<p>New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Howard University Hampton University North Carolina Agricultural and Technical State University Brandeis University Savannah State University Grambling State University University of Mississippi American University Stony Brook University Facebook (OPB employee accounts) Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) From an OPB employee From a colleague Indeed</p>	<p>1 1 1</p>	
<p>Rural Communities Reporter/Producer 4/25/2022</p>	<p>10</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Bend Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University Bennett College Columbia University Columbia Journalism School Medill Northwestern University Emerson College University of Wisconsin-Madison Bend Oregon Jobs New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Howard University Hampton University North Carolina Agricultural and Technical State University Brandeis University</p>	<p>1 4</p>	<p>From an OPB employee</p>

Rural Communities Reporter/Producer (cont.)		Savannah State University Grambling State University University of Mississippi American University Stony Brook University Current Society of Professional Journalists (SPJ) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From a colleague From an OPB employee "KQED Slack" Indeed	2 1 1 1	
IT Director 4/25/2022	6	OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Technology Association of Oregon (TAO) Women in Technology - Portland TechLatino: Latinos in Information Science and Technology (LISTA) Blacks in Technology People of Color in Tech (POCIT) Engineering Technology Advisory Committee (ETAC) Society of Broadcast Engineers (SBE) From an OPB employee Indeed	1 1 1 3	From an OPB employee
Accounting Director 5/2/2022	7	OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) Urban League of Portland WorkSource Oregon Idealist Hispanic Latino Professional Association Young Nonprofit Professionals Association - Portland Accounting.com Oregon State University (OSU) Western Oregon University (WOU) Eastern Oregon University (EOU) "Web search for finance job listings" From an OPB employee Indeed	1 1 5	Indeed

<p>Systems Administrator (2 hires)</p> <p>6/27/2022</p> <p>8/29/2022</p>	<p>18</p>	<p>OPB Website OPB All Staff email OPB Twitter 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) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Women in Technology - Portland Women in Technology - National People of Color in Tech (POCIT) TechLatino: Latinos in Information Science and Technology (LISTA) Blacks in Technology Networks and Systems Professionals Association (NaSPA) Technology Association of Oregon (TAO) Idealist Young Nonprofit Professionals Association - Portland myPBS/PBS Jobline (Public Broadcasting Service) Howard University Western Oregon University (WOU) Oregon Institute of Technology (OIT) Portland Community College (PCC) Clackamas Community College Linkedin (OPB employee accounts) From an OPB employee Indeed</p>	<p>2</p> <p>1</p> <p>15</p>	<p>Indeed (2)</p>
<p>Assistant Chief Engineer, Central Region (Bend, Oregon)</p> <p>7/3/2022</p>	<p>3</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslis - Bend Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Women in Technology - National TechLatino: Latinos in Information Science and Technology (LISTA) Technology Association of Oregon (TAO) Blacks in Technology Networks and Systems Professionals Association (NaSPA) Washington State University (WSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) Hire Heroes USA Engineering Technology Advisory Committee (ETAC) Society of Broadcast Engineers (SBE) Bend Oregon Jobs Indeed</p>	<p>1</p> <p>1</p> <p>1</p>	<p>OPB All Staff email</p>

<p>Director, People and Culture</p> <p>7/5/2022</p>	<p>6</p>	<p>OPB Website OPB All Staff email OPB LinkedIn OPB Twitter 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) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Northwest Human Resource Management Association (NHRMA)</p> <p>Portland Human Resource Management Association (PHRMA) Idealist Society of Human Resource Management (SHRM) HR Network NW Public Television Major Market Group (PTMMG) HR leads group (via OPB employee) Local HR lead google group (via OPB employee) Facebook (OPB employee accounts) From an OPB employee Indeed</p>	<p>1</p> <p>2</p> <p>2</p> <p>1</p>	<p>From an OPB employee</p>
<p>Video Producer/Reporter, Arts and Culture (2 hires)</p> <p>8/15/2022</p>	<p>12</p>	<p>OPB Website OPB All Staff email OPB Twitter 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) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Current Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley</p> <p>University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University</p>	<p>3</p>	<p>Columbia Journalism School (1)</p> <p>From an OPB employee (1)</p>

<p>Video Producer/Reporter, Arts and Culture (cont.)</p>		<p>Bennett College Columbia University Columbia Journalism School Medill Northwestern University University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon (U of O) School of Journalism City University of New York (CUNY or CCNY) University of Missouri Facebook (OPB employee accounts) Twitter (OPB employee accounts) LinkedIn (OPB employee accounts) Direct email to colleagues (via OPB employee) Oregon Confluence (via OPB employee) From an OPB employee From a colleague Indeed</p>	<p>1 1 5 1 1</p>	
<p>People and Culture Generalist</p> <p>8/15/2022</p>	<p>3</p>	<p>OPB Website OPB All Staff email OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Northwest Human Resource Management Association (NHRMA) Portland Human Resource Management Association (PHRMA) Idealist Society of Human Resource Management (SHRM) HR Network NW Direct email to colleagues (via OPB employee) Facebook (OPB employee accounts) Indeed Ziprecruiter (aggregate site)</p>	<p>1 1 1</p>	<p>Idealist</p>
<p>Information Security Administrator</p> <p>8/22/2022</p>	<p>2</p>	<p>OPB Website OPB All Staff email OPB LinkedIn OPB Twitter Local Organizations Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity 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 WorkSource Oregon Women in Technology - Portland Women in Technology - National People of Color in Tech (POCIT)</p>	<p>1</p>	<p>OPB Website</p>

Maintenance Engineer, Central Region (Bend, Oregon) (cont.)		Society of Broadcast Engineers (SBE) Indeed	4	
<p>Producer, "Think Out Loud®"</p> <p>9/14/2022</p>	12	<p>OPB Website</p> <p>OPB All Staff email</p> <p>OPB Twitter</p> <p>Local Organizations</p> <p>Corporation for Public Broadcasting (CPB)</p> <p>Craigslist - Portland</p> <p>Greater Public</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon</p> <p>Mac's List</p> <p>Mt. Hood Community College (MHCC)</p> <p>National Education Telecommunication Association (NETA)</p> <p>Nonprofit Association of Oregon</p> <p>Partners in Diversity</p> <p>Multnomah University</p> <p>Oregon State University (OSU)</p> <p>Portland State University (PSU)</p> <p>University of Oregon (U of O)</p> <p>University of Portland (U of P)</p> <p>Urban League of Portland</p> <p>WorkSource Oregon</p> <p>Society of Professional Journalists (SPJ)</p> <p>National Association of Hispanic Journalists (NAHJ)</p> <p>Asian American Journalists Association (AAJA)</p> <p>Native American Journalists Association (NAJA)</p> <p>National Association of Black Journalists (NABJ)</p> <p>Pacific Islanders in Communications</p> <p>Poynter</p> <p>Journalism Next</p> <p>Online News Association (ONA)</p> <p>South Asian Journalists Association (SAJA)</p> <p>Media Bistro</p> <p>Current</p> <p>Association of Independents in Radio (AIR)</p> <p>University of Southern California Annenberg School for Communications & Journalism</p> <p>University of California Berkeley</p> <p>University of California Berkeley Graduate School of Journalism</p> <p>Knight Digital Media Center (University of California Berkeley)</p> <p>Knight Digital Media Center (University of Southern California Annenberg)</p> <p>Indiana State University</p> <p>Bennett College</p> <p>Columbia University</p> <p>Columbia Journalism School</p> <p>Medill Northwestern University</p> <p>Emerson College</p> <p>University of Wisconsin-Madison</p> <p>New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication</p> <p>University of Oregon (U of O) School of Journalism</p> <p>City University of New York (CUNY or CCNY)</p> <p>University of Missouri</p> <p>Gather journalism group (OPB employee accounts)</p> <p>Solutions journalism network (OPB employee accounts)</p> <p>Twitter (OPB employee accounts)</p> <p>From an OPB employee</p> <p>From a colleague</p> <p>Indeed</p>	<p>1</p> <p>4</p> <p>1</p> <p>1</p> <p>4</p> <p>1</p>	Corporation for Public Broadcasting (CPB)
<p>Chief Engineer, Western Region (Corvallis, Oregon)</p> <p>9/19/2022</p>	3	<p>OPB Website</p> <p>OPB All Staff email</p> <p>OPB Twitter</p> <p>Local Organizations</p> <p>Corporation for Public Broadcasting (CPB)</p> <p>Craigslist - Corvallis</p> <p>Greater Public</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon</p> <p>Mac's List</p> <p>Mt. Hood Community College (MHCC)</p> <p>National Education Telecommunication Association (NETA)</p> <p>Nonprofit Association of Oregon</p>	1	Society of Broadcast Engineers (SBE)

<p>Chief Engineer, Western Region (Corvallis, Oregon) (cont.)</p>	<p>Partners in Diversity 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 WorkSource Oregon Women in Technology - National TechLatino: Latinos in Information Science and Technology (LISTA) Technology Association of Oregon (TAO) Blacks in Technology Networks and Systems Professionals Association (NaSPA) Hire Heroes USA Washington State University (WSU) Portland Community College (PCC) Western Oregon University (WOU) Engineering Technology Advisory Committee (ETAC) Society of Broadcast Engineers (SBE) From an OPB employee Indeed</p>	<p>1 1</p>	
---	---	----------------	--

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
"Family member"	1	
"Google job search"	2	
"KQED Slack"	2	
"Web search for finance job listings"	1	
Columbia Journalism School	1	1
Columbia University	1	
Corporation for Public Broadcasting (CPB)	6	1
Craigslist - Bend	1	
Craigslist - Portland	4	
Current	1	
Facebook (OPB employee accounts)	2	
From a colleague	10	
From an OPB employee	43	9
Glassdoor (aggregate site)	2	
HR Network NW	2	
Idealist	2	2
Indeed	49	4
Journalism Jobs	2	1
Linkedin (OPB employee accounts)	5	1
Mac's List	13	
Media Bistro	1	
Nonprofit Association of Oregon	1	
Online News Association (ONA)	1	
OPB All Staff email	7	1
OPB LinkedIn	5	
OPB Twitter	13	
OPB Website	49	10
Partners in Diversity	1	
Portland Community College (PCC)	2	
Society of Broadcast Engineers (SBE)	1	1
Twitter (OPB employee accounts)	7	1
Willamette Valley Development Officers (WVDO)	1	
Women in Technology - Portland	1	
Ziprecruiter (aggregate site)	1	

Total interviewed	241	
Total Hired		32

RESOURCE AGENCIES

On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol * and have been notified of all openings since they made the request.

Source	Contact	Contact Information
*Affiliated Tribes of Northwest Indians		atni@atntribes.org
*Asian Health Services Center (AHSC)		info@ahscpdx.org
Accounting.com		contact@support.accounting.com , info@accounting.com
American University		https://app.joinhandshake.com/login
Asian American Journalists Association (AAJA)		https://aaja.nationbuilder.com/login
Bend Oregon Jobs		https://bendoregonjobs.com/
Bennett College	Yolande Johnson	yjohnson@bennett.edu
Blacks in Technology		https://www.blacksintechology.net/submit-a-job/
Black Jobs		https://www.blackjobs.com/
Blue Mountain Community College		hr@bluecc.edu
Brandeis University		https://app.joinhandshake.com/login
Central Oregon Community College		https://www.cocc.edu/departments/cap/career-services/employer-services.aspx
Chemeketa Community College		https://www.myinterfase.com/chemeketa/employer/
City University of New York (CUNY aka CCNY)		https://ccny-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0
Clackamas Community College (CCC)		https://www.collegecentral.com/clackamas
Clark College		https://clark-csm.symplicity.com/employers/index.php?s=home
Columbia Gorge Community College		https://www.cgcc.edu/pathfinder/submit-job
Columbia Journalism School		https://journalism-columbia-csm.symplicity.com/employers/
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)		http://www.cpb.org/user
Craigslist - Bend		https://bend.craigslist.org/
Craigslist - Corvallis		https://corvallis.craigslist.org/
Craigslist - Portland		https://portland.craigslist.org/
Current		https://jobs.current.org/
*Department of Human Services Self Sufficiency section	Heather Martinez	heather.l.martinez@state.or.us
Eastern Oregon University (EOU)		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Engineering Technology Advisory Committee (ETAC)		shared via OPB's CTO - VP, Technology
Entertainment Careers		https://www.entertainmentcareers.net/
Facebook (OPB and KMHD)		http://www.facebook.com , http://www.facebook.com/opb , http://www.facebook.com/kmhd , http://www.facebook.com/opbmusic and employee accounts
Florida Agricultural & Mechanical 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		http://greaterpublic.org/node/add/job
Hampton University		careercenter@hamptonu.edu
Hire Heroes USA		https://jobs.hireheroesusa.org/employers/sign_in
Hispanic Jobs		https://www.hispanic-jobs.com/
Hispanic Latino Professional Association		https://jobs.hlpa.com/
*Hispanic Metropolitan Chamber of Commerce - Oregon		inevarez@hmccoregon.com
Hispanic Metropolitan Chamber of Commerce - Oregon		https://hmccoregon.com/business/job-board/
Howard University		https://app.joinhandshake.com/login
HR Network NW	Jennifer Johnson	https://hrnetwork-nw.com/
Idealist		https://www.idealist.org/login
Indeed		All OPB jobs post to Indeed automatically through OPB's HRIS system, ADP's Workforce Now https://www.indeed.com/
Indiana State University		https://app.joinhandshake.com/login
Institute for Nonprofit Management (INPM)	Erin Elliot	inpm@pdx.edu
International Facility Management (IFMA) Oregon & SW Washington		https://ifmaoregon.org/
Journalism Jobs		https://www.journalismjobs.com/login_employer
Journalism Next		https://www.journalismnext.com/emplogin.cfm
*Klamath Tribal Health	Charlene Hescok	charlene.hescok@klm.portland.ihs.gov
*Klamath Tribes Newsletter	Sally Brandt	sally.brandt@klamathtribes.com
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	http://multimedia.journalism.berkeley.edu/ , vhammarstedt@berkeley.edu , pgleason@berkeley.edu
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	vporter@usc.edu

*KQED (Northern California Public Broadcasting)	Janelle Hessig	jhessig@kqed.org
Latino Public Broadcasting		info@lpbb.org
Latino Public Radio Consortium	Magaly Rivera and Anahi Lazarte	mag@latinopublicmedia.org , anahi@latinopublicradioconsortium.org
Lewis & Clark College		https://app.joinhandshake.com/login
LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/ and employee accounts
LinkedIn groups: Asian American Journalists Association (AAJA), National Association of Black Journalists (NABJ), National Association of Hispanic Journalists (NAHJ), Native American Journalists Association (NAJA)		https://www.linkedin.com/ ; various individual accounts
Mac's List		https://jobs.macslist.org/employer-offers
*Mary's Woods Retirement Community at Marylhurst	Linell Nevius	lnevius@maryswoods.com
MediaBistro		https://www.mediabistro.com/employer/
Medill Northwestern University		https://app.joinhandshake.com/login
Morehouse College		https://app.joinhandshake.com/login
Mt. Hood Community College (MHCC)		https://www.collegecentral.com/mhcc/Employer.cfm
Multnomah University		https://app.joinhandshake.com/login
myPBS/PBS Jobline (Public Broadcasting Service)		https://mypbs.org/secure/Home.aspx
National Association of Black Journalists (NABJ)		http://www.nabjcareers.org/add-listing/?listing_type_id=Job
National Association of Hispanic Journalists (NAHJ)		https://www.nahjcareers.org/
National Education Telecommunication Association (NETA)	Maryanne Schuessler	https://www.netaonline.org/Contact-Us
Native American Journalists Association (NAJA)		https://najanewsroom.com/purchase-a-listing/
Native American Public Telecommunications (Vision Maker Media)		https://visionmakermedia.org/opportunity-request/
Networks and Systems Professional Association (NaSPA)		https://careers.naspa.com/
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication	Mike Wong	mike.wong@asu.edu
Nonprofit Association of Oregon		http://nonprofitoregon.org/jobs
Nonprofit Network		https://www.thenonprofitnetwork.org/
North Carolina Agricultural and Technical State University		https://app.joinhandshake.com/login
Northwest Film Center		https://pamcut.org/
Northwest Human Resource Management Association (NHRMA)		https://careers.nhrma.shrm.org/
NW Documentary		info@nwdocumentary.org
*Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
Online News Association (ONA)		https://careers.journalists.org/employers/
OPB Website		https://www.opb.org/careers/
*Oregon Commission on Black Affairs	Nancy Kramer	OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		https://app.joinhandshake.com/login
Oregon Media Production Association (OMPA)	Anne Schuyler-Moon	anne@ompa.org
Oregon State University (OSU)		https://app.joinhandshake.com/login
Pacific Islanders in Communications	Maluhia Kaimikaua	mkaimikaua@piccom.org
Partners in Diversity		https://www.partnersindiversity.org/jobs/post-a-job.html
*Passion Impact, Inc.	Stefan Peierls	stefan@passionimpact.org
People of Color in Tech (POCIT)		https://www.pocitjobs.com/login
Portland Community College (PCC)		https://www.myinterfase.com/pcc/employer/
Portland Human Resource Management Association (PHRMA)		https://portlandhrma-jobs.careerwebsite.com/
Portland State University (PSU)		https://app.joinhandshake.com/login
Poynter		https://employers.poynter.org/
*PSU School of Business Graduate Students	Angela Liu	liu28@pdx.edu
Professional Diversity Network		https://www.prodivnet.com/
Public Radio Program Directors (PRPD)	Jessica Frantz	jfrantz@prpd.org
Reed College		https://app.joinhandshake.com/login
Savannah State University		https://app.joinhandshake.com/login
Society of Broadcast Engineers (SBE)		shared via OPB's Senior Director of Technology
Society of Environmental Journalists (SEJ)		https://www.sej.org/job-board
Society of Human Resource Management (SHRM)		https://jobs.shrm.org/
Society of Professional Journalists (SPJ)		http://jobs.spi.org/employers/
South Asian Journalists Association (SAJA)		https://www.saja.org/
Southern Oregon University (SOU)		https://app.joinhandshake.com/login

Southern University and Agricultural & Mechanical College		https://app.joinhandshake.com/login
Stony Brook University		https://app.joinhandshake.com/login
TechLatino: Latinos in Information Science and Technology (LISTA)		https://www.techlatinojobs.org/employer-offers
Technology Association of Oregon (TAO)		http://www.techoregon.org/oregon-tech-jobs
The Journalism School at Columbia University		https://journalism-columbia-csm.symplicity.com/employers/
Think Public Media		http://www.thinkpublicmedia.org/view-career-opportunities#opb
Traffic Directors Guild of America (TDGA)		https://tdga.org/
Twitter (@OPB)		https://twitter.com/OPB , #mediadiversity, #thinkpublicmedia and employee accounts
University of California (UC) Berkeley		https://app.joinhandshake.com/login
University of California (UC) Berkeley Graduate School of Journalism		https://journalism.berkeley.edu/career/add-job/
University of Mississippi		https://app.joinhandshake.com/login
University of Missouri		https://app.joinhandshake.com/login
University of Oregon (U of O)		https://app.joinhandshake.com/login
University of Oregon (U of O) School of Journalism		https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEiW97H7
University of Portland (U of P)		https://app.joinhandshake.com/login
University of Southern California (USC) Annenberg School for Communications & Journalism		https://annenberg-usc-csm.symplicity.com/employers/
University of Wisconsin-Madison		https://app.joinhandshake.com/login
Urban League of Portland		http://ulpdx.org/posting-welcome/
Washington State University (WSU)		https://app.joinhandshake.com/login
Western Oregon University (WOU)		https://app.joinhandshake.com/login
*Willamette University		mba-jobs@willamette.edu
Willamette Valley Development Officers (WVDO) including email to distribution list (aka Nonprofit Professionals Now)	Melanie Shaw	https://npprofessionals.com/career-center/post-a-job/ , email to Melanie Shaw for distribution list
Women in Technology - National		https://womenintechnology-jobs.careerwebsite.com/employer/login/?msessid=ixbR2
Women in Technology - Portland		https://jobs.pdxwit.org/post-a-job/
WorkSource Oregon		https://empportal.emp.state.or.us/mprod_imscood_dad!/pkq_general.poc_navigate
Young Nonprofit Professionals Association (YNPN Portland)		https://www.linkedin.com/groups/4926246/

LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest Indians
Regional Office
6636 NE Sandy Blvd.
Portland, Oregon 97213-1443
Phone: (503) 249-5770
<http://www.atntribes.org>

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

Dept. of Human Services Self Sufficiency Section
10305 East Burnside Street
Portland, Oregon 97216
Phone: (503) 988-6400
<https://www.portlandoregon.gov/gatewaycenter/article/304525>

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

Hispanic Metropolitan Chamber of Commerce
333 SW 5th Avenue, Suite 100
Portland, OR 97204
Phone: (503) 222-0280
<https://hmccoregon.com/>

Klamath Tribal Health
Laurel Robinson
3949 S. Sixth Street
Klamath Falls, OR 97603-4746
Phone: (541) 882-1487
larobinson@klm.portland.ihs.gov
<http://www.klamathtribalhealth.org/>

Klamath Tribes Newsletter
Sally Brandt
P.O. Box 436
501 Chiloquin Blvd.
Chiloquin, OR 97624
Phone: (800) 524-9787
<http://klamathtribes.org/news/news/>
brandt.sally@klamathtribes.com

Oregon Advocacy Commission Office (OACO)
Nancy Kramer, Executive Assistant
421 SW Oak Street, Suite 770
Portland, OR 97204
Phone: (503) 302-9725
<https://www.oregon.gov/OAC/Pages/index.aspx>
OACO.mail@oregon.gov

Oregon Commission on Black Affairs
Nancy Kramer, Executive Assistant
421 SW Oak Street, Suite 770
Phone (503) 302-9725
<https://www.oregon.gov/ocba/Pages/index.aspx>
oaco.mail@oregon.gov

Partners In Diversity
200 SW Market Street Suite 150
Portland, OR 97201
Phone: (503) 552-6753
<https://www.partnersindiversity.org/>

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

Women in Technology – Portland
<https://www.pdxwit.org/>

NATIONAL AFFIRMATIVE ACTION:

Asian American Journalists Association
5 Third St. Suite 1108
San Francisco, CA 94103
Phone: (415) 346-2051
national@aaja.org
<https://www.aaja.org/>

Blacks in Technology
<https://www.blacksintechology.net/>

Black Jobs
<https://www.blackjobs.com/>

Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004
Phone: (202) 879-9600
<https://www.cpb.org/>

Hispanic Jobs
<https://www.hispanic-jobs.com/>

Hispanic Latino Professional Association
<https://jobs.hlpa.com/>

JournalismNext
Phone: (703) 629-0178
info@journalismnext.com
<https://www.journalismnext.com/>

Latino Public Broadcasting
3575 Cahuenga Blvd. Suite # 630
Los Angeles, CA 90068
Phone: (323) 969-8000
<https://lbp.org/>

Latino Public Radio Consortium
Magaly Rivera
Phone: (845) 821-0454
<https://latinopublicradioconsortium.org/>

Latinos in Information Science and
Technology Association (LISTA)
5945 Jimmy Carter Blvd.
Norcross GA 30071
Phone: (770) 765-3478
<https://techlatino.org/>

National Association of Black Journalists
3100 Taliaferro Hall
University of Maryland
College Park, MD 20742-7717
<http://www.nabj.org>

National Association of Hispanic Journalists
PO Box 117
Windsor, CA 95492
Phone: (626) 792-3846
info@nahjcareers.org
<https://nahj.org/>

Native American Journalists Association
Rebecca Landsberry
University of Oklahoma
Norman, OK
rebeccalandsberry@naja.com
<https://najanewsroom.com/>

Native American Public Telecommunications
(Vision Maker Media)
1800 N. 33rd St.
Lincoln, NE 68503-1409
Phone: (402-472-3522)
visionmaker@unl.edu
<https://visionmakermedia.org/>

Pacific Islanders in Communications
Maluhia Kaimikaua
615 Pi'ikoi Street, Suite 1504
Honolulu, HI 96814
Phone: (808) 591-0059
mkaimikaua@piccom.org
<https://www.piccom.org/>

People of Color in Tech
<https://peopleofcolorintech.com/>

Professional Diversity Network
Phone: (888) 281-9066
<https://www.prodivnet.com/>

South Asian Journalists Association (SAJA)
<https://www.saja.org/>

TechLatino: Latinos in Information
Science and Technology (LISTA)
<https://www.techlatinojobs.org/employer-offers>

Women in Technology National
200 Little Falls Street, Suite 205
Falls Church, VA 22046
Phone: (703) 349-1044
<https://www.womenintechology.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 four 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 journalists and editors attended the following conferences as part of our recruitment efforts:

- The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) from August 3 – 5, 2022.
- The Asian American Journalists Association (AAJA) from July 27 – 30, 2022.

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

OPB launched our Roger Cooke Legal fellowship program in 2020. The purpose of the fellowship is to provide a two-year in-house experience to an early career or returning lawyer who has a demonstrated interest in media law. As part of OPB's public service mission, we intend to leverage the short-term nature of this position to provide broad-based in-house training, while also expanding the number of lawyers in Oregon with significant media law experience. In Fall 2022, we will be recruiting our second fellow.

This program complements the Joan Cirillo Emerging Journalist Fellowship which is in its third year. In Fall 2022, we will be recruiting the third, year long fellow.

(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 six upper-level openings. Each job posting had slightly different places we advertised, noted below:

IT Director - Director of Facilities - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, Technology Association of Oregon, TechLatino: Latinos in Information Science and Technology, Blacks in Technology, People of Color in Tech, and the Society of Broadcast Engineers.

Managing Editor, Science & Environment - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, Journalism Jobs, Journalism Next, Society of Professional Journalists, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists, Pacific Islanders in Communications, Poynter, Online News Association, South Asian Journalists Association, Media Bistro, Oregon Media Production Association, and Women in Film.

Accounting Director - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, and Accounting.com.

Equity Leader - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, and the Professional Diversity Network.

Director, People & Culture - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, Nonprofit Association of Oregon, and Society of Human Resource Management.

Chief Engineer, Western Region - Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, Society of Broadcast Engineers, and Technology Association of Oregon.

(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, 2022 deadline.