OPB

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, 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):

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
Operations Manager	11	OPB Website OPB All Staff email	2	OPB Website
10/4/0004		OPB Twitter		
10/1/2021		Local Organizations (see organizations noted with a * in the Resource Agencies section)		
		Craigslist - Portland	1	
		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	5	
Announcer/Producer	9	OPB Website	4	OPB Website
		OPB All Staff email		
0/4/0004		OPB Twitter	3	
10/1/2021		Local Organizations Corporation for Public Broadcasting (CPB)	1	
		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 California Derkeley) 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		
	1	University of Missouri		1

	1 1	1	1
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	1	
	Indeed		
Weekend News Editor	4 OPB Website OPB All Staff email	3	OPB Website
	OPB Twitter	1	
10/25/2021	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	1	
			1

			1	1
Development Operations	9	OPB Website	3	OPB Website
Coordinator		OPB All Staff email		
		OPB Twitter Local Organizations		
11/1/2021	l	Craigslist - Portland		1 1
1/1/2021		Mac's List	1	1 1
	l	Nonprofit Association of Oregon		1 1
	l	Urban League of Portland		1 1
		Mt. Hood Community College (MHCC)		1 1
	l	Corporation for Public Broadcasting (CPB) University of Oregon (U of O)		1 1
		Portland State University (PSU)		1
		Multnomah University		1
	l	Hispanic Metropolitan Chamber of Commerce - Oregon		1 1
	l	WorkSource Oregon		1 1
	l	Partners in Diversity		1 1
	l	National Education Telecommunication Association (NETA)		1 1
	l	Greater Public Think Public Media		1 1
	l	Institute for Nonprofit Management (INPM)		1 1
	l	Young Nonprofit Professionals Association - Portland		1 1
	l	Willamette Valley Development Officers (WVDO)	1	1 1
	l	Portland Community College (PCC)		1 1
	l	Washington State University (WSU)		1 1
	l	Current		1 1
	l	LinkedIn (OPB employee accounts) Indeed	1	1 1
	l	Indeed	3	1 1
Marketing Coordinator	13	OPB Website		LinkedIn
		OPB All Staff email OPB Twitter		
11/8/2021		Local Organizations		
11/0/2021		Corporation for Public Broadcasting (CPB)		
		Craigslist - Portland	1	
		Greater Public		
		Hispanic Metropolitan Chamber of Commerce - Oregon		
		Mac's List	6	
		Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA)		1 1
		Nonprofit Association of Oregon		1 1
		Partners in Diversity		1 1
	l	Portland State University (PSU)		1 1
	l	University of Oregon (U of O)		1 1
	l	Urban League of Portland		1 1
		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)	1	
		"Google job search"	1	
		Indeed	4	
Member Center Representative	12	OPB Website	6	OPB Website
		OPB All Staff email		
		OPB Twitter		
12/13/2021		Local Organizations		
		Craigslist - Portland Mac's List		
		Nonprofit Association of Oregon	1	
		Urban League of Portland		
		Mt. Hood Community College (MHCC)		
		Corporation for Public Broadcasting jobline		
		Corporation for Public Broadcasting jobline University of Oregon (U of O)		
		Corporation for Public Broadcasting jobline University of Oregon (U of O) Multnomah University		
		Corporation for Public Broadcasting jobline University of Oregon (U of O)		

Member Center Representative (cont.)	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 (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	1 1 3	
Managing Producer, "Think Out 12/14/2021	6 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 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 Ansociation of Black Journalists (NAHJ) Asian American Journalists Association (NAJA) National Association of Black Journalists (NAHJ) Asian American Journalists Association (NAJA) National Association OBack Journalists (NAJJ) National Association OBack Journalists (NAJJ) National 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 Columbia Journalism Collifornia Berkeley University of California Berkeley Columbia Journalism School Medial Invitwersity Bennett College Columbia Journalism School Medial Inorthwestern University Emerson College University of Oregon (U of O) School of Journalism City University of Oregon (U of O) School of Journalism City University of Oregon (U of O) School of Journalism City University of Oregon (U of O) School of Journalism City University of Missouri Florida Agricultural & Mechanical University Bavanah State University Savannah State University Divertify Of Missouri Florida Agricultural & Mechanical College North Carolina Agricultural and Technical State University Hampto University Direct email to colleagues (via OPB employee)		From an OPB employee

Managing Producer, "Think Out Loud®" (cont.)		Linkedin (OPB employee accounts) Twitter (OPB employee accounts) From an OPB employee "Google job search" Indeed	1 1 1	
Legal Assistant	7	OPB Website OPB All Staff email	1	OPB Website
12/27/2021		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	1	
		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 Contral Oregon Community College Current Indeed	2	
Senior Camera Operator/Editor	11	OPB Website	1	From an OPB employee
1/3/2022		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) Native American Journalists Association (AAJA) Native American Journalists Association (AAJA) Notine 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	2	

Senior Camera Operator/Editor (cont.)		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		
(cont.)		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) Direct email to colleagues (via OPB employee) Facebook University of Oregon's multimedia journalism		
		Facebook University of Oregon's multimedia journalism		
		master's program group (via OPB employee)		
		From an OPB employee From a colleague	3 2	
		Indeed	2	
Radio Operations Coordinator	7	OPB Website OPB All Staff email	5	OPB Website
1/10/2022		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	1	
		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 Čareers 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		

Radio Operations Coordinator (cont.)	University of Southern California Annenberg School for Communications & Journalism Howard University Hampton University North Carolina Agricultural and Technical State University Morehouse College Traffic Directors Guild of America (TDGA) Public Radio Program Directors (PRPD) Association of Independents in Radio (AIR) Linkedin (OPB employee accounts) Indeed	1	
Project Manager 4/5/2022	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 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 Women in Technology - Portland Blacks in Technology Portland Community College (PCC) Clackamas Community College Technology Association of Oregon (TAO) Idealist Nonprofit Network Direct email to colleagues (via OPB employee) Linkedin (OPB employee accounts) Salesforce Slack (OPB employee accounts)	2	OPB Website
Managing Editor, Science and Environment 4/11/2022	OPB Website OPB All Staff email OPB Linkedin 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 (NAJA) 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	1	Twitter

Managing Editor, Science and Environment (cont.)		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 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 Bavannah State University Southern University Southern University Southern University Stony Brook University Facebook (OPB employee accounts) Twitter (OPB employee accounts) From an OPB employee Indeed	1 1	
News Editor, Health and Justice	7	OPB Website OPB All Staff email OPB Twitter	3	Journalism Jobs
4/18/2022		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 (NAJA) Native American Journalists Association (NAJA) 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 University of California Berkeley University of California Berkeley Southern California Berkeley University of California Berkeley University of California Berkeley University of California Berkeley Bennett College Columbia University Bennett College University of Wisconsin-Madison	1	

News Editor, Health and Justice (cont.)		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) From an OPB employee From a colleague Indeed	1 1 1	
Rural Communities Reporter/Producer 4/25/2022	10	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 (AJAA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Paoific Islanders in Communications Poynter Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bisto University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Indiana State University Bennett College Columbia University Columbia University Columbia University Columbia University Columbia University Columbia University Misht Digital Media Center (University of California Berkeley) New Media Innovation Lab at Arizona State University Walter Cronkite 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	1 4	From an OPB employee

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 (EOU) "Web search for finance job listings" From an OPB employee Indeed	1 1 5	Indeed

Bend Reporter/Producer (Bend, Oregon)	10	OPB Website OPB All Staff email		From an OPB employee
- 37		OPB Twitter	3	
		Local Organizations		
5/2/2022		Corporation for Public Broadcasting (CPB)		
		Craigslist - Bend Greater Public		
		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		
		Savannah State University		
		Grambling State University		
		University of Mississippi		
		American University		
		Stony Brook University		
		Current		
		Society of Professional Journalists (SPJ)	•	
		Twitter (OPB employee Accounts) Linkedin (OPB employee Accounts)	3	
		Next Generation Radio Slack (OPB Employee Accounts)		
		From an OPB employee	2	
		From a colleague	1	
		"KQED Slack"	1	
		Indeed		
Member Center Representative	11	OPB Website	6	OPB Website
		OPB All Staff email		
		OPB Twitter Local Organizations		
E /22 /2022		Corporation for Public Broadcasting (CPB)	1	1
5/23/2022				

Member Center Representative (cont.)	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 Young Nonprofit Professionals Association - Portland Portland Community College (PCC) Washington State University (WSU) Oregon State University (SU) University of Portland (U of P) Southern Oregon University (SOU) Western Oregon University (WOU) Reed College Lewis & Clark College Indeed	3		
Systems Administrator, MAM 5/23/2022	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 (OSU) Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Utban League of Portland WorkSource Oregon Women in Technology - Portland WorkSource Oregon Women in Technology - National 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 Chemeketa Community College Chemeketa Community College Linkedin (OPB employee accounts) From an OPB employee	1	From an OPB employee	
Equity Leader 5/31/2022	OPB Website OPB All Staff email OPB LinkedIn OPB Twitter Local Organizations Craigslist - Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC)	2	Idealist	

Equity Leader (cont.)		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 Idealist Black Jobs Hispanic Jobs Hispanic Latino Professional Association Professional Diversity Network LinkedIn paid posting Direct email to colleagues (via OPB employee) Linkedin (OPB employee accounts) Indeed	1	
Producer, Oregon Field Guide 6/13/2022	10	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 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 Society of Environmental Journalists (SEJ) Journalism Jobs Society of Environmental Journalists (NAHJ) Asian American Journalists Association (NAJA) Natiove American Journalists Association (NAJA) Native American Journalists Association (NAJA) Native American Journalists Association (NAJA) Native American Journalists Association (NAJA) Native American 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 University of Wisconsin-Madison New Media Inovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Wisconsin-Madison New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Missouri Diricet email to colleagues (via OPB employee) Facebook (OPB employee accounts) From an OPB employee Indeed	2 1 1 6	From an OPB employee

Systems Administrator (2 hires)	18	OPB Website		Indeed (2)
, , ,		OPB All Staff email	2	
		OPB Twitter		
6/27/2022		Local Organizations		
2/20/2022		Corporation for Public Broadcasting (CPB)		
3/29/2022		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)	1	
		TechLatino: Latinos in Information Science and Technology		
		(LISTA)	1	
		Blacks in Technology	1	
		Networks and Systems Professionals Association (NaSPA)	1	
		Technology Association of Oregon (TAO)	1	
		Idealist	1	
		Young Nonprofit Professionals Association - Portland myPBS/PBS Jobline (Public Broadcasting Service)	1	
		Howard University	1	
		Western Oregon University (WOU)	1	
		Oregon Institute of Technology (OIT)	1	
		Portland Community College (PCC)	1	
		Clackamas Community College	1	
		Linkedin (OPB employee accounts)	1	
		From an OPB employee	1	
		Indeed	15	
			+	
Assistant Chief Engineer, Central	3	OPB Website	1	OPB All Staff email
Region (Bend, Oregon)		OPB All Staff email	1	
c () c ,		OPB Twitter		
		Local Organizations		
7/3/2022		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)	1	
		Nonprofit Association of Oregon	1	
		Partners in Diversity	1	
		Multnomah University	1	
		Oregon State University (OSU)	1	
		Portland State University (PSU)		
		University of Oregon (U of O)		
		University of Portland (U of P)		
		Urban League of Portland		
		WorkSource Oregon	1	
		Women in Technology - National	1	
		TechLatino: Latinos in Information Science and Technology (LISTA)	1	
		(LISTA) Technology Association of Oregon (TAO)	1	
		Blacks in Technology	1	
		Networks and Systems Professionals Association (NaSPA)	1	
		Washington State University (WSU)	1	
		Eastern Oregon University (EOU)	1	
		Central Oregon Community College		
		Portland Community College (PCC)	1	
		Hire Heroes USA	1	
		Engineering Technology Advisory Committee (ETAC)	1	1
		Society of Broadcast Engineers (SBE)		
		Society of Broadcast Engineers (SBE) Bend Oregon Jobs		
		Society of Broadcast Engineers (SBE)	1	

Director Decale and Outburg				
Director, People and Culture	6	OPB Website OPB All Staff email		From an OPB employee
		OPB LinkedIn	1	
7/5/2022		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 Pacourse Management Association (DLIDMAN)		
		Portland Human Resource Management Association (PHRMA) Idealist		
		Society of Human Resource Management (SHRM)		
		HR Network NW	2	
		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	2	
			-	
Video Producer/Reporter, Arts	12	OPB Website	3	Columbia Journalism
and Culture (2 hires)		OPB All Staff email		School (1)
		OPB Twitter		
		Local Organizations		From an OPB employee (1)
8/15/2022		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		
		Current		
		Journalism Jobs		
		Society of Professional Journalists (SPJ)		
		National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA)		
		· · · · · ·		
		Native American Journalists Association (NAJA)		
		Native American Journalists Association (NAJÁ) National Association of Black Journalists (NABJ)		
		Native American Journalists Association (NAJA)		
		Native American Journalists Association (NAJÁ) National Association of Black Journalists (NABJ) Pacific Islanders in Communications		
		Native American Journalists Association (NAJÁ) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA)		
		Native American Journalists Association (NAJÁ) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) Media Bistro		
		Native American Journalists Association (NAJÁ) 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		
		Native American Journalists Association (NAJÁ) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter Journalism Next Online News Association (ONA) Media Bistro		
		Native American Journalists Association (NAJÁ) 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		
		Native American Journalists Association (NAJÁ) 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 University of California Berkeley Graduate School of Journalism		
		Native American Journalists Association (NAJÁ) 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 University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley)		
		Native American Journalists Association (NAJÁ) 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 University of California Berkeley Graduate School of Journalism		
		Native American Journalists Association (NAJÁ) 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 University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of Southern California		

Video Producer/Reporter, Arts and Culture (cont.)		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	1 1 5 1 1	
People and Culture Generalist 8/15/2022	3	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 (OSU) Portland State University (OSU) University of Oregon (U of O) University 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)	1 1 1	Idealist
Information Security Administrator 8/22/2022	2	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)	1	OPB Website

Information Security Administrator (cont.)		TechLatino: Latinos in Information Science and Technology (LISTA) 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 Indeed	1	
Facilities Manager 9/6/2022	9	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 (OSU) University of Oregon (U of O) University of Oregon (U of P) Urban League of Portland WorkSource Oregon International Facility Management (IFMA) Oregon & SW Washington Washington Machington State University (WSU) Technology Association of Oregon (TAO) Hire Heroes USA Linkedin (OPB employee accounts) Indeed Glassdoor (aggregate site)	2 1 5 1	Indeed
Maintenance Engineer, Central Region (Bend, Oregon) 9/6/2022	6	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 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 Women in Technology - National TechLatino: Latinos in Information Science and Technology (LISTA) Technology Association of Oregon (TAO) Blacks in Technology Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (EOU) Eastern Oregon Ommunity College Portland Oregon Jobs Hire Heroes USA Engineering Technology Advisory Committee (ETAC)	1	Indeed

Maintanana Fasi - O t i		Society of Decoderat Engineers (ODE)		
Maintenance Engineer, Central Region (Bend, Oregon) (cont.)		Society of Broadcast Engineers (SBE) Indeed	4	
Producer, "Think Out Loud®"	12	OPB Website	1	Corporation for Public
		OPB All Staff email		Broadcasting (CPB)
0/4 4/0000				
9/14/2022		Local Organizations Corporation for Public Broadcasting (CPB)	4	
		Craigslist - Portland	4	
		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		
		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		
		Current Association of Independents in Radio (AIR)	1	
		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		
		Gather journalism group (OPB employee accounts)		
		Solutions journalism network (OPB employee accounts)		
		Twitter (OPB employee accounts) From an OPB employee	1	
		From a colleague	1 4	
		Indeed	1	
	<u> </u>			
Chief Engineer, Western Region	3	OPB Website		Society of Broadcast
Corvallis, Oregon)		OPB All Staff email	1	Engineers (SBE)
		OPB Twitter		
		Local Organizations		
	1	Corporation for Public Broadcasting (CPB) Craigslist - Corvallis		
9/19/2022				i i
9/19/2022				
9/19/2022		Greater Public		
9/19/2022		Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon		
)/19/2022		Greater Public		
9/19/2022		Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List		

Chief Engineer, Western Region (Corvallis, Oregon) (cont.)	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	1 1		
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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	U
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		
Online News Association (ONA)	1	
OPB All Staff email	1	
	7	1
	5	
OPB Twitter	13	10
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	32
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.

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Central Oregon Community College services.assx interview Chemekeia Community College https://www.myintefraee.com/chemekeia/employer/. City University of New York (CUNY aka CCNY) csm.symplicity.com/employers/index.php?signin.tab=08js.disabled Clark.college https://www.college.employers/index.php?signin.tab=08js.disabled Clark.college https://www.college.college.college.college Columbia Journalism School https://oww.college.college.college.college Columbia Journalism School https://oww.colle.college.college Columbia Journalism School https://oww.colle.college.college Columbia Journalism School https://oww.colle.college.college Columbia Journalism School https://oww.colle.college Columbia Journalism School https://oww.colle.college Columbia Journalism School https://oww.colle.college Columbia Correl Kuman Services Self Sufficiency https://oww.college.college Seatern Oregon University (EOU) sattern Imartineor@state.com/cogn Enverson College http://www.facebook.com/cogn Florida Agricultural & Mechanical University http://www.facebook.com/cogn Florida Agricultural & Mechanical University http://www.facebook.com/cogn <td></td> <td></td> <td></td>			
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Association (NHRMA)		https://careers.nhrma.shrm.org/
NW Documentary		info@nwdocumentary.org
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Online News Association (ONA)		https://careers.journalists.org/employers/
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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/
		https://twitter.com/OPB, #mediadiversity, #thinkpublicmedia and
Twitter (@OPB)		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		https://npprofessionals.com/career-center/post-a-job/, email to Melanie
Professionals Now)	Melanie Shaw	Shaw for distribution list
		https://womenintechnology-
Women in Technology - National		jobs.careerwebsite.com/employer/login/?msessid=ixbR2
Women in Technology - Portland		https://jobs.pdxwit.org/post-a-job/
		https://empportal.emp.state.or.us/mprod_imscod_dad/!pkg_general.pr
WorkSource Oregon		<u>oc_navigate</u>
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.atnitribes.org

Asian Health and Services Center 9035 SE Foster Rd. Portland, OR 97266 Phone: (503) 872-8822 https://www.ahscpdx.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 <u>http://klamathtribes.org/news/news/</u> 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.blacksintechnology.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 <u>https://jobs.hlpa.com/</u>

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://lpbp.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 <u>rebeccalandsberry@naja.com</u> <u>https://najanewsroom.com/</u>

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 <u>mkaimikaua@piccom.org</u> <u>https://www.piccom.org/</u>

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.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 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.