

## OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2020 and ending September 21, 2021

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)

OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

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
Digital Producer (2)				OPB All Staff
Digital Producer (2)	9	OPB Website	1	email (1)
		OPB All Staff email	1	
10/25/2020		OPB LinkedIn		Glassdoor (1)
		LinkedIn Groups - Asian American Journalists Association, Innvoation Journalism, Journalist Jobs,		
		Journalists in Transition, LinkedIn for Journalists,		
1/9/2020		National Association of Black Journalists, National		
		Association of Hispanic Journalists, Native American		
		Journalists Association, Online Reporters and Editors,		
		OPB Alumni, UNITY Journalists for Diversity		
		OPB Twitter #mediadiversity #thinkpublicmedia		
		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 Educational Telecommunications Association		
		(NETA)		
		Greater Public		
		Journalism Jobs Society of Professional Journalists (SPJ)	1	
		National Association of Hispanic Journalists (NAHJ)		
		Latino Public Radio Consortium		
		Asian American Journalists Association (AAJA)		
		Native American Journalists Association (NAJA)		
		National Assocation of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org 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 University School of Journalism		
		Bennett College		
		Columbia University Columbia Journalism School		
		Northwestern University (Medill)		
		Emerson College		
		University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University		
		Walter Cronkite School of Journalism and Mass		
		Communication	Ī	1

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Producer (cont.)		University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Glassdoor (aggregate site) Indeed (aggregate site) From a colleague	3 2 1	
Maintenance Engineer, Western Region (Corvallis, OR) 10/29/2020	5	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia  LinkedIn Groups - Broadcast and Broadcast Technology Recruitment, Broadcast Engineering, Radio Network Planning and Optimization, RF Job-Engineers Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Corvallis 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 Educational Telecommunications Association (NETA) Greater Public Women in Technology National Latinos in Information Science and Technology Association (LISTA) Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Engineering Technology Advisory Committee (ETAC) Technology Association of Oregon Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (OSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) From an OPB employee		Craigslist Portland
Digital Photo Editor 10/30/2020	5	OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, UNITY Journalists for Diversity	2	OPB Website

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Photo Editor (cont.)		OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications 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 (NAJA) Native American Journalists Association (NAJA) Native American Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro Unniversity of Southern California Annenberg School for Communications & Journalism University of California Berkeley Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University School of Journalism School Northwestern University (Mediil) Emerson College University of Wisconsin-Madison Journalism School Northwestern University (Mediil) Emerson College University of Wisconsin-Madison Journalism and Communication University of Oregon School of Journalism and Communication University of Missouri Journalism School LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Twitter (OPB employee accounts) From a colleague	1 1	reison i illeu
Director of Facilities 11/2/2020	11	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia	1	From an OPB employee

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Director of Facilities (cont.)		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 Educational Telecommunications Association (NETA) Greater Public International Facilities Management Association - Oregon & SW Washington Chapter (IFMA) Technology Association of Oregon Oregon State University (OSU) Western Oregon University Washington State University (WSU)		
		LinkedIn (OPB employee accounts) Indeed (aggregate site) Google search From a colleague From an OPB employee	5 1 1 2	
Chief Engineer, Western Region (Corvallis, OR)  11/16/2020	4	OPB Website OPB All Staff email  Linkedin groups - Broadcast and Broadcast Technology Recruitment, Broadcast Engineering, Radio Network Planning and Optimization, RF Job-Engineers OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Corvallis 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 Educational Telecommunications Association (NETA) Greater Public Women in Technology Latinos in Information Science and Technology	2	OPB Website
		Association (LISTA) Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Engineering Technology Advisory Committee (ETAC)	2	

Job Title	Total # Interviewed for the Position	Recruitment Sources	Recruitment	Recruitment Source that Referred the Person Hired
Chief Engineer, Western Region (Corvallis, OR) (cont.)		Technology Association of Oregon  Washington State University (WSU) Oregon State University (OSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) Facebook (OPB employee accounts)		
Digital Producer 1/11/2021	5	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications 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) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Washington Washington State University (WSU) University of Oregon School of Journalism and Communication Facebook (OPB employee accounts) Linkedln (OPB employee accounts) Linkedln (OPB employee accounts) Indeed (aggregate site) From an OPB employee From a colleague		From a colleague
Maintenance Engineer, Central Region (Bend, OR) (2)	8	OPB Website OPB All Staff email		LinkedIn (1)
1/11/2021		OPB Twitter #mediadiversity #thinkpublicmedia		From a colleague's email (1)
5/24/2021		Local Organizations (see organizations noted with a * in the Resource Agencies section)		oman (1)

Job Title	Total # Interviewed for the Position	Recruitment Sources	,	Recruitment Source that Referred the Person Hired
Maintenance Engineer, Central Region (Bend, OR) (cont.)		Craigslist Portland  Craigslist Bend 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 Educational Telecommunications Association (NETA) Greater Public Women in Technology National Latinos in Information Science and Technology Association (LISTA) Blacks in Technology Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Engineering Technology Advisory Committee (ETAC) Technology Association of Oregon Bend Oregon Jobs Hire Heroes USA Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (CSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) LinkedIn (OPB employee accounts) From a colleague's email Indeed (aggregate site)	1 1 1 5	
Producer, "Think Out Loud®" 1/25/2021	13	OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, UNITY Journalists for Diversity OPB Twitter #mediadiversity #thinkpublicmedia 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		Slack Journalists of Color channel

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Producer, "Think Out Loud®" (cont.)		National Educational Telecommunications 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 (NAJA) Native American Journalists Association (NAJA) Native American Journalists Association (NAJA) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org 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 University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication University of Missouri Journalism School Slack Journalists of Color channel Slack JOC in Public Media channel Facebook (OPB employee accounts) Linkedln (OPB employee accounts) Linkedln (OPB employee accounts) Twitter (OPB employee accounts) Form an OPB employee From an editor at NPR J-school alumni board The Oregonian (we did not post here)	1 1 1 1 1 1 1	
Roger Cooke Legal Fellow 3/1/2021	5	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia 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)	2	OPB Website

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Roger Cooke Legal Fellow (cont.)		Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Lews & Clark College Lews & Clark Law School University of Oregon Law School Willamette University College of Law University of Washington School of Law University of Utah University of Idaho University of Idaho University of Idaho School of Law Seattle University School of Law Seattle University School of Law Florida Agricultural & Mechanical University Howard University North Carolina Central University Southern University Law Center Texas Southern University University of the District of Columbia (UDC) Oregon Women Lawyers listserv GolnHouse LinkedIn (OPB employee accounts) Direct email to colleagues	1	
		Email from the state bar diversity list-serv Law School Career Advisor	1 1	
HR Generalist 3/1/2021	7	OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - pdxMindShare OPB Twitter #mediadiversity #thinkpublicmedia 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)	1	Indeed
		Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Northwest Human Resource Management Association (NHRMA) Portland Human Resource Management Association (PHRMA) Idealist		

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
HR Generalist (cont.)		Society of Human Resource Management (SHRM) HR Network NW LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site)	1	
			•	
Media Operations Specialist 3/1/2021	13	OPB Website OPB All Staff email Linkedin Groups - pdxMindShare OPB Linkedin OPB Twitter #mediadiversity #thinkpublicmedia 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)	4	OPB Website
		WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public HireVeterans PDX Women in Technology Women in Technology Blacks in Technology Technology Association of Oregon Oregon Institute of Technology (OIT) Clackamas Community College Portland Community College (PCC) Clark College LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Glassdoor (aggregate site) Indeed (aggregate site)	1 1 6	
Digital Planning Editor 4/21/2021	3	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications Association (NETA)	1	OPB All Staff email

Job Title	Total # Interviewed for the Position	Recruitment Sources  Greater Public	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Planning Editor (cont.)		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 Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org 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 Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School LinkedIn (OPB employee accounts) Email to colleagues Indeed (aggregate site) The West Coast Media Jobs newsletter (we did not post here)	1 1	
Executive Editor, Arts & Culture 4/23/2021	6	OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Public Broadcasting Service Alumni, UNITY Journalists for Diversity OPB Twitter #mediadiversity #thinkpublicmedia 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		From a connection in the Arts community in Portland

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Fundamental Co.		Mt. Hood Community College (MHCC)		
Executive Editor, Arts & Culture (cont.)		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 Educational Telecommunications Association (NETA)		
		Greater Public Journalism Jobs		
		Journalism Next		
		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 Assocation of Black Journalists (NABJ)		
		Pacific Islanders in Communications		
		Poynter.org		
		Online News Association (ONA)		
		South Asian Journalists Association (SAJA)		
		Media Bistro		
		Current University of Southern California Annenberg School for	1	
		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 University School of Journalism		
		Bennett College		
		Columbia University		
		Columbia Journalism School		
		Northwestern University (Medill)		
		Emerson College University of Wisconsin-Madison Journalism School		
		New Media Innovation Lab at Arizona State University		
		Walter Cronkite School of Journalism and Mass		
		Communication		
		University of Oregon School of Journalism and		
		Communication CUNY (City University of New York aka CCNY)		
		University of Missouri Journalism School		
		New York University Film School		
		University of California Los Angeles (UCLA)		
		University of California Los Angeles Film School		
		University of Texas Film School		
		George Washington University		
		George Washington University Film School Stanford University		
		Stanford Film School		
		Oregon Film / The Confluence		
		Production Hub		
		Oregon Media Production Association (OMPA)		
		Women in Film Portland		
		Facebook Ophmusic DJ group		
		Facebook Women, Non-binary & Trans Folks of Audio group		
		Facebook Riotrrs of Journalism group		I

Job Title	Total # Interviewed for the Position		Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Executive Editor, Arts & Culture (cont.)		Facebook Women and Non-Binary Journalists of Color group Cultural Advocacy Coalition board of directors Facebook opbmusic group Facebook (OPB employee accounts) LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Direct email to colleagues From a colleague Indeed (aggregate site) Glassdoor (aggregate site)	1 2 1	
		From a connection in the Arts community in Portland	1	OPB Website
Breaking News Editor (2) 4/26/2021 5/3/2021	8	OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - Asian American Journalists Association, National Association of Black Journalists,	3	(2)
		National Association of Hispanic Journalists, Native American Journalists Association, Public Radio OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List	1	
		Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)	1	
		Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications 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) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next	1	
		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)		

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Breaking News Editor (cont.)		Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Florida Agricultural & Mechanical University Grambling State University Howard University Savannah State University Southern University and A&M College at Baton Rouge North Carolina Agricultural & Technical University Hampton University LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From an OPB employee Email from a colleague	1 1	
Political Reporter/Producer 5/10/2021	4	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications Association (NETA) Greater Public Journalism Jobs National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (NAJA) Native American Journalists Association (NAJA) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next South Asian Journalists Association (SAJA) University of Southern California Annenberg School for Communications & Journalism University of California Berkeley	1	From an OPB employee

Senior Systems Administrator (2)  5 OPB Website OPB All Staff email  6/14/2021  Fro	Job Title	Total # Interviewed for the Position	Recruitment Sources	Recruitment Source that Referred the Person Hired
Senior Systems Administrator (2)  6/14/2021  OPB All Staff email  OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications Association (NETA) Greater Public PDX Women in Technology Women in Technology Networks and Systems Professionals Association (NaSPA)	Political Reporter/Producer (cont.)		Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Word-of-mouth from colleagues in the Portland journalism community	
People of Color in Tech Idealist Young Nonprofit Professionals Association (Portland) Public Broadcasting Service (PBS) Oregon State University (OSU) Western Oregon University Portland Community College (PCC) Clackamas Community College Chemeketa Community College	6/14/2021	5	OPB All Staff email  OPB Twitter #mediadiversity #thinkpublicmedia 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 Educational Telecommunications Association (NETA) Greater Public PDX Women in Technology Women in Technology National Blacks in Technology Networks and Systems Professionals Association (NaSPA) Technology Association of Oregon People of Color in Tech Idealist Young Nonprofit Professionals Association (Portland) Public Broadcasting Service (PBS) Oregon State University (OSU) Western Oregon University Portland Community College (PCC) Clackamas Community College	OPB Website (1)  From a colleague (1)

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Senior Systems Administrator (cont.)		From an OPB employee Email from a colleague	1	
Member Center Representative 7/1/2021	13	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section)	6	OPB Website
		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)	2 1	
		Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Young Nonprofit Professionals Association (Portland)		
		Portland Community College (PCC) Washington State University (WSU) Oregon State University (OSU) University of Portland Southern Oregon University Western Oregon University Reed College Lewis & Clark College		
		LinkedIn (OPB employee accounts) Direct email to colleagues Indeed (aggregate site)	4	
Producer, "Think Out Loud®"	8	OPB Website OPB All Staff email	2	From an OPB employee
8/9/2021		OPB Twitter #mediadiversity #thinkpublicmedia 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)	1	
		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	1	
		National Educational Telecommunications 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)		

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Producer, "Think Out Loud®" (cont.)		Native American Journalists Association (NAJA) National Assocation of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org 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 University School of Journalism Bennett College Columbia University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication University of Missouri Journalism School LinkedIn (OPB employee accounts) Email to colleagues Slack NPR's Next Generation Project channel Indeed (aggregate site) From an OPB employee From a colleague	1 1 1 1	
Accounting Technician 8/9/2021	2	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public  Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Educational Telecommunications 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 Portland Community College (PCC) Clackamas Community College Non Profit Network LinkedIn	1	LinkedIn

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CUNY (City University of New York aka CCNY) University of Missouri Journalism School Twitter (via OPB employee accounts)					
University of Missouri Journalism School Twitter (via OPB employee accounts)					
Twitter (via OPB employee accounts)					
			Twitter (via OPB employee accounts)		
			Direct email to colleagues		
LinkedIn (OPB employee accounts)					
Facebook Journalists of Color in Public Media group Facebook Riotrrrs of Journalism group					

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Producer (cont.)		Facebook Women and non-binary journalists of color group From a colleague From an OPB employee Indeed (aggregate site)	1 3 2	
Maintenance Engineer, Central Region (Bend, OR) 9/13/2021	1	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Bend 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 Educational Telecommunications Association (NETA) Greater Public Women in Technology National Latinos in Information Science and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (CSU) Eastern Oregon University (EOU) Central Oregon Community College Portland Community College (PCC) Bend Oregon Jobs Hire Heroes USA LinkedIn (OPB employee accounts) From a colleague	1	From a colleague

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
Indeed (aggregate site)  OPB Website	36 35	· ·
From an OPB employee		9 4
From a colleague	13 8	3
Glassdoor (aggregate site)	5	1
Journalism Jobs	5	1
Corporation for Public Broadcasting (CPB)	4	
Craigslist Portland	4	1
From a colleague's email	3	1
OPB All Staff email	3	2
OPB Twitter #mediadiversity #thinkpublicmedia	3	
LinkedIn (OPB employee accounts)	2	2
Mac's List	2	
Society of Broadcast Engineers (SBE)	2	
Twitter (OPB employee accounts)	2	
Email from the state bar diversity list-serv	1	
J-school alum job board	1	
Law School Career Advisor	1	
From a connection in the Arts community in Portland	1	1
word-of-mouth from colleagues in the Portland journalism	1	
community	•	
Craigslist Bend	1	
Current	1	
Google search	1	
HR Network NW	1	
From an editor at NPR	1	
OPB LinkedIn	1	
Partners in Diversity	1	
PDX Women in Technology	1	
Poynter.org	1	
Slack Journalists of Color channel (OPB employee	1	
accounts)	I	
Slack NPR's Next Generation Project channel (OPB	1	1
employee accounts)	<u> </u>	<u> </u>
The Oregonian	1	
The West Coast Media Jobs newsletter	1	
WorkSource Oregon	1	

Total interviewed	146
Total Hired	26

### 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.

Course	Comtont	Contact Information
*Affiliated Tribes of Northwest Indians	Contact	Contact Information
*AHSC (Asian Health Services Center)		atni@atnitribes.org
Arizona State University College of Law		info@ahscpdx.org lawcareerservices@asu.edu
Asian American Journalists Association (AAJA)		https://aaja.nationbuilder.com/login
Association of Fundraising Professionals Global		http://jobs.afpnet.org/post.cfm
		http:///obs.arpnet.org/post.cim
Association of Fundraising Professionals Oregon & SW Washington		http://afporegon.afpnet.org/Career/jobsedit.cfm
Association of Fundraising Professionals San Francisco		https://www.afpgoldengate.org/post-a-job
Association of Fundraising Professionals Seattle	Rudy	https://afpadvancementnw-jobs.careerwebsite.com, rlara@yourmembership.com
Bend Oregon Jobs	Rudy	https://bendoregonjobs.com/post/
Bennett College	Ebony Kendrick	ekendrick@bennett.edu
Blacks in Technology	LDOITY RETUTION	https://www.blacksintechnology.net/submit-a-job/
Brigham Young University Law School		https://law-byu.12twenty.com/hire
Brigham Tourig Oniversity Law School		https://www.cocc.edu/departments/cap/career-services/employer-
Central Oregon Community College		<u>services.aspx</u>
Chemeketa Community College		https://www.myinterfase.com/chemeketa/employer/
Clark College		https://clark-csm.symplicity.com/employers/index.php?s=home
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/
		https://ccny-
CUNY (City University of New York aka CCNY)		csm.symplicity.com/employers/index.php?signin tab=0&js disabled=0
Current		https://jobs.current.org/
*Dept 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)		via OPB's VP CEO of Technology Duane Smith
Engineering recimology Advisory Committee (ETAC)		http://www.facebook.com, http://www.facebook.com/opb,
Facebook (OPB)		http://www.facebook.com/opbmusic and employee accounts
Florida Agricultural & Mechanical University		https://app.joinhandshake.com/login
George Washington University		https://app.joinhandshake.com/login
George Washington University Film School		harveyf@gwu.edu
GolnHouse		https://www.goinhouse.com/employers/sign_in
Gonzaga Uniersity School of Law		https://law-gonzaga.12twenty.com/hire
Conzaga Officially Ochool of Law		https://idw-gonzaga.irztwenty.com/mire
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
		planguon@gicw.org
Grambling State University		https://app.joinhandshake.com/login
Grambling State University Greater Public		
,		https://app.joinhandshake.com/login
Greater Public		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job
Greater Public Hampton University		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu
Greater Public Hampton University Hire Heroes USA HireVeterans		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in
Greater Public Hampton University Hire Heroes USA		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce -		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon	Jennifer Johnson	https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com https://hmccoregon.com/business/job-board/
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon Howard University	Jennifer Johnson	https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in https://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com  https://hmccoregon.com/business/job-board/ https://app.joinhandshake.com/login https://hrretwork-nw.com/ https://www.idealist.org/login
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon Howard University HR Network NW	Jennifer Johnson	https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com https://hmccoregon.com/business/job-board/ https://app.joinhandshake.com/login https://hrnetwork-nw.com/
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon Howard University HR Network NW Idealist	Jennifer Johnson Sarah Cady	https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in https://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com  https://hmccoregon.com/business/job-board/ https://app.joinhandshake.com/login https://hrretwork-nw.com/ https://www.idealist.org/login
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon Howard University HR Network NW Idealist Indiana State University Indiana University School of Journalism		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com https://hmccoregon.com/business/job-board/ https://app.joinhandshake.com/login https://hrretwork-nw.com/ https://www.idealist.org/login https://app.joinhandshake.com/login
Greater Public Hampton University Hire Heroes USA HireVeterans *Hispanic Chamber of Commerce Hispanic Metropolitan Chamber of Commerce - Oregon Howard University HR Network NW Idealist Indiana State University		https://app.joinhandshake.com/login http://greaterpublic.org/node/add/job careercenter@hamptonu.edu https://jobs.hireheroesusa.org/employers/sign_in http://www.hireveterans.com/add-listing/?listing_type_id=Job jnevarez@hmccoregon.com https://hmccoregon.com/business/job-board/ https://app.joinhandshake.com/login https://hrretwork-nw.com/ https://www.idealist.org/login https://app.joinhandshake.com/login
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RESOURCE AGENCIES

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Source

Contact

Contact Information

Source	Contact	Contact Information
*KQED (Northern California Public Broadcasting)	Janelle Hessig	jhessig@kqed.org
	Magaly Rivera and	
Latino Public Radio Consortium	Anahí Lazarte	mag@latinopublicmedia.org, anahi@latinopublicradioconsortium.org
Latinos in Information Science and Technology		http://www.listacareercenter.com/recruiters/products
Association (LISTA) Lewis & Clark College		https://app.joinhandshake.com/login
Lewis & Clark College		https://www.linkedin.com/company/oregon-public-broadcasting/ and
LinkedIn		employee accounts
LinkedIn Groups - Asian American Journalists Association, Broadcast and Broadcast Technology Recruitment, Broadcast Engineering, Innvoation Journalism, Journalist Jobs, Journalists in Transition, LinkedIn for Journalists, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Online Reporters and Editors, OPB Alumni, pdxMindShare, Public Broadcasting Service Alumni, Public Radio, Radio Network Planning and Optimization, RF Job-Engineers, UNITY Journalists for Diversity		
Mac's List		https://jobs.macslist.org/employer-offers
*Mary's Woods Retirement Community at		
Marylhurst	Linell Nevius	Inevius@maryswoods.com
MediaBistro/Adweek		https://www.mediabistro.com/employer/
Mt. Hood Community College (MHCC)		https://www.collegecentral.com/mhcc/Employer.cfm
National Assocation 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)	Manyanna Cabusaslar	https://www.notoopling.org/Contact Llo
Native American Journalists Association (NAJA)	Maryanne Schuessler	https://www.netaonline.org/Contact-Us https://najanewsroom.com/purchase-a-listing/
Networks and Systems Professional Association		intps://najanewsroom.com/purchase-a-nating/
(NaSPA)		https://careers.naspa.com/
New Media Innovation Lab at Arizona State		
University Walter Cronkite School of Journalism and		mike.wong@asu.edu
Mass Communication	Mike Wong	
Non Profit Network		http://www.thenonprofitnetwork.org
Nonprofit Association of Oregon		http://nonprofitoregon.org/jobs
North Carolina Agricultural & Technical University		https://app.joinhandshake.com/login
North Carolina Central University		https://app.joinhandshake.com/login
Northwest Human Resource Management		
Association (NHRMA)		https://careers.nhrma.shrm.org/ https://app.joinhandshake.com/login
Northwestern University (Medill) New York University Film School		https://www.collegecentral.com/tisch/Employer.cfm
*OACO (Oregon Advocacy Commission Office)	+	OACO.mail@das.state.or.us
Online News Association (ONA)		https://careers.journalists.org/employers/
OPB Website	1	https://www.opb.org/careers/
*Oregon Commission on Black Affairs		OACO.mail@oregon.gov
Oregon Film / The Confluence		nathan@oregonfilm.org
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
Oregon Women Lawyers listserv	M 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	via OPB's General Counsel Rebecca Morris
Pacific Islanders in Communications Partners in Diversity	Maluhia Kaimikaua	mkaimikaua@piccom.org
*Passion Impact, Inc.	Stefan Poiorle	https://www.partnersindiversity.org/jobs/post-a-job.html stefan@passionimpact.org
PDX Women in Technology	Stefan Peierls	https://jobs.pdxwit.org/employers/sign_in
People of Color in Tech		https://www.pocitiobs.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
*PSU School of Business Graduate Students	DeAnne Preston & Angela Liu	DeAnne.Preston@pdx.edu; liu28@pdx.edu
Poynter.org		https://employers.poynter.org/
Production Hub		https://www.productionhub.com/jobs/pre-post#post-job
-		

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	
Public Broadcasting Service (PBS)	https://mypbs.org/secure/Home.aspx	
Reed College	https://app.joinhandshake.com/login	
Savannah State University	https://app.joinhandshake.com/login	
Seattle University	https://app.joinhandshake.com/login	
ocatic offiversity	пирэ.//арр.јоннаназнаке.сон//юди	
	https://low.coattle	
Coattle University Cabaal of Law	https://law-seattle-	- 4-b-C
Seattle University School of Law	csm.symplicity.com/employers/index.php?cck=1&au=&ck=&signi	n tab=t
Slack channels - JOC in Public Media, Journalists of		
Color, NPR's Next Generation Project	via OPB employee accounts	
Society of Broadcast Engineers (SBE)	via OPB's Director of Engineering Jonathan Newsome	
Society of Human Resource Management (SHRM)	https://jobs.shrm.org/	
Society of Professional Journalists (SPJ)	http://jobs.spj.org/employers/	
South Asian Journalists Association (SAJA)	http://www.saja.org/jobs/AddTopic	
Southern Oregon University	https://app.joinhandshake.com/login	
Southern University and A&M College at Baton		
Rouge	https://app.joinhandshake.com/login	
	https://law-sulc-	
Southern University Law Center	csm.symplicity.com/employers/?signin tab=0&signin tab=0	
Stanford University	https://app.joinhandshake.com/login	
Stanford Film School		
	artdepartment@stanford.edu	
Technology Association of Oregon	http://www.techoregon.org/oregon-tech-jobs	
Texas Southern University	https://app.joinhandshake.com/login	
	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 California Los Angeles (UCLA)	https://app.joinhandshake.com/login	
University of California Los Angeles Film School	info@tft.ucla.edu	
University of Idaho	https://app.joinhandshake.com/login	
of the state of th	https://law-uidaholaw-	
University of Idaho School of Law	csm.symplicity.com/employers/index.php? subtab=localregpost2	,
University of Missouri Journalism School	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		
and Communication	https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7	
University of Portland	https://app.joinhandshake.com/login	
University of Southern California (USC) Annenberg		
School for Communications & Journalism	https://annenberg-usc-csm.symplicity.com/employers/	
University of Texas Film School	https://rtf.utexas.edu/about/hiring-students	
University of the District of Columbia (UDC)	https://app.joinhandshake.com/login	
University of Utah	https://app.joinhandshake.com/login	
University of Utah School of Law	https://law-utah.12twenty.com/hire	
University of Washington	https://app.joinhandshake.com/login	
University of Washington School of Law	https://www.law.uw.edu/careers/for-employers	
Oniversity of vvasilington School of Law	intps://www.iaw.uw.edu/Careers/for-employers	
University of Wissensin Medican Jayres liera Calacal	https://enn.joinhandehal/a.aa/la-ii-	
University of Wisconsin-Madison Journalism School	https://app.joinhandshake.com/login	
Urban League of Portland	http://ulpdx.org/posting-welcome/	
Washington State University (WSU) Vancouver	https://app.joinhandshake.com/login	
Western Oregon University (WOU)	https://app.joinhandshake.com/login	
*Willamette University	mba-jobs@willamette.edu_	
Willamette University College of Law	https://law-willamette.12twenty.com/hire	
Women in Film Portland	whatsupwif@wifpdx.org	
	https://womenintechnology-	
Women in Technology - National	jobs.careerwebsite.com/employer/login/?msessid=ixbR2	
Women in Technology - Portland	https://jobs.pdxwit.org/post-a-job/	
Tromon in Toomiology - Fortialia	https://empportal.emp.state.or.us/mprod_imscod_dad/!pkg_gene	ral proc
WorkSource Orogon	navigate	ai.proc
WorkSource Oregon	<u>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
<a href="http://klamathtribes.org/news/news/">http://klamathtribes.org/news/news/</a>
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
<a href="https://www.oregon.gov/ocba/Pages/index.aspx">https://www.oregon.gov/ocba/Pages/index.aspx</a>
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 <a href="https://www.pdxwit.org/">https://www.pdxwit.org/</a>

### **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/

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

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

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/ People of Color in Tech <a href="https://peopleofcolorintech.com/">https://peopleofcolorintech.com/</a>

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/

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

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 at the following 2021 virtual conventions and their associated virtual career fairs:

- The National Association of Black Journalists (NABJ) from August 18-21, 2021
- The National Association of Hispanic Journalists (NAHJ) from July 14-16, 2021
- The Asian American Journalists Association (AAJA) from August 24-28, 2021
- OPB's lead recruiter attended the various conferences and staffed the virtual career fair booth, speaking with attendees throughout the day at each.

## (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.

This program complements the Joan Cirillo Emerging Journalist Fellowship which is in its second year. We are welcoming our second 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 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 two upper-level openings. Each job posting had slightly different places we advertised, noted below:

Director of Facilities - National Educational Telecommunications Association (NETA), Greater Public, International Facilities Management Association - Oregon & SW Washington Chapter (IFMA), and Technology Association of Oregon.

Executive Editor, Arts & Culture – 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.org, Online News Association, South Asian Journalists Association, Media Bistro, Oregon Media Production Association, Women in Film

## (14) Providing training to management level personnel and governing board as to methods of ensuring equal employment opportunity and preventing discrimination.

- As a part of OPB's equity and inclusion work, and in partnership with the Center for Equity Inclusion, all OPB's supervisors participated in a culturally responsive supervision training series.
- As part of OPB's hiring processes, our Director of People & Culture engages each hiring panel in bias awareness training, focusing on the biases that often happen during hires.
- As part of our annual performance review process, OPB's Director of People & Culture engaged supervisors in bias awareness training, focusing on the biases that often happen during review processes.
- Annually, OPB conducts an educational session for our board of directors regarding one
  or more facets of OPB's equity work. We continued our focus on OPB's active diversity,
  equity and inclusion efforts. Part of this work is ongoing training and support of our Senior
  Leadership Group and our Equity Team.
- OPB staff completed CPB's required updated Harassment Prevention Training by the September 30, 2021 deadline.