



OREGON PUBLIC BROADCASTING ANNUAL EEO PUBLIC FILE REPORT

For the period commencing September 22, 2022 and ending September 21, 2023

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):

Staff Attorney (cont.)		<p>WorkSource Oregon</p> <p>Arizona State University (ASU) College of Law</p> <p>Brigham Young University (BYU) Law School</p> <p>Foundation List</p> <p>Goinhouse</p> <p>Gonzaga University Law School</p> <p>Seattle University Law School</p> <p>Southern University Law Center</p> <p>University of Idaho Law School</p> <p>University of Utah Law School</p> <p>University of Washington Law School</p> <p>Oregon State Bar</p> <p>Willamette University Law School</p> <p>Arizona State University (ASU)</p> <p>Brigham Young University (BYU)</p> <p>Seattle University</p> <p>Southern University Agricultural and Mechanical College at Baton Rouge</p> <p>University of Idaho</p> <p>University of Utah</p> <p>University of Washington - Seattle/Bothell</p> <p>Oregon Women Lawyers listserv via OPB employee</p>	<p>1</p> <p>1</p>	
<p>Help Desk Specialist</p> <p>11/7/2022</p>	10	<p>OPB Website</p> <p>OPB All Staff email</p> <p>OPB Twitter #mediadiversity #thinkpublicmedia</p> <p>Local Organizations</p> <p>Indeed</p> <p>Corporation for Public Broadcasting (CPB)</p> <p>Craigslist - Portland</p> <p>Greater Public</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon</p> <p>Mac's List</p> <p>Mt. Hood Community College (MHCC)</p> <p>National Education Telecommunication Association (NETA)</p> <p>Nonprofit Association of Oregon</p> <p>Partners in Diversity</p> <p>Multnomah University</p> <p>Oregon State University (OSU)</p> <p>Portland State University (PSU)</p> <p>University of Oregon (U of O)</p> <p>University of Portland (U of P)</p> <p>Urban League of Portland</p> <p>WorkSource Oregon</p> <p>From my coworker</p>	<p>2</p> <p>1</p> <p>3</p> <p>2</p> <p>1</p> <p>1</p>	<p>OPB All Staff Email</p>
<p>Digital Fundraising Coordinator</p> <p>11/21/2022</p>	4	<p>OPB Website</p> <p>OPB All Staff email</p> <p>OPB Twitter #mediadiversity #thinkpublicmedia</p> <p>Local Organizations</p> <p>Indeed</p> <p>Corporation for Public Broadcasting (CPB)</p> <p>Craigslist - Portland</p> <p>Greater Public</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon</p> <p>Mac's List</p> <p>Mt. Hood Community College (MHCC)</p> <p>National Education Telecommunication Association (NETA)</p> <p>Nonprofit Association of Oregon</p> <p>Partners in Diversity</p> <p>Multnomah University</p> <p>Oregon State University (OSU)</p> <p>Portland State University (PSU)</p> <p>University of Oregon (U of O)</p> <p>University of Portland (U of P)</p> <p>Urban League of Portland</p> <p>WorkSource Oregon</p> <p>Think Public Media</p> <p>Institute for Nonprofit Management (INPM)</p> <p>Willamette Valley Development Officers (WVDO)</p> <p>Portland Community College (PCC)</p> <p>Washington State University (WSU) Vancouver</p>	<p>1</p> <p>1</p>	<p>From a current OPB employee</p>

Digital Fundraising Coordinator (cont.)		Really Good Emails (RGE) From a current OPB employee LinkedIn (OPB employee accounts)	 1 1	
Production and Media Asset Coordinator 12/12/2022	7	OPB Website OPB All Staff email OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed 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 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 Production Hub PDX Mindshare Staff Me Up Oregon Media Production Association (OMPA) Northwest Film Center/Portland Art Museum Center for an Untold Tomorrow (PAM CUT) Massachusetts Institute of Technology (MIT) Science Writing Program Direct email to colleagues via OPB employee LinkedIn (OPB employee accounts)	 1 1 3 2	Indeed
Maintenance Engineer, Western Region (Corvallis, Oregon) 12/27/2022	3	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Corvallis 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 Broadcast Engineers (SBE) Chapter 124 Portland OR Society of Broadcast Engineers (SBE) Chapter 76 Eugene OR Society of Broadcast Engineers (SBE) Chapter 149 Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology (BIT) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (OSU)	 1 1	From a current OPB employee

Maintenance Engineer Central Region (cont.)		<p>Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon (TAO) Blacks in Technology (BIT) Networks and Systems Professionals Association (NaSPA) 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) Bend Oregon Jobs Hire Heroes USA Society of Broadcast Engineers (SBE) Public Broadcasting Service (PBS) Engineering Technology Advisory Committee (ETAC) via OPB employee</p>		
Weekend Edition Host 3/1/2023	7	<p>OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed 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) Oregon State University (OSU) Urban League of Portland WorkSource Oregon Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Journalism Next University of California Berkeley Knight Digital Media Center (University of Southern California Annenberg) Northwestern University Washington State University (WSU) Columbia University</p> <p>North Carolina Agricultural and Technical State University Stony Brook University City University of New York (CUNY/CCNY) Emerson College New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication Grambling State University University of Missouri - Columbia Howard University Savannah State University From a current OPB employee Current (we did not post this job to this source)</p>	1 1 1 3 1	OPB Website
Associate Director, Corporate Support 3/13/2023	5	<p>OPB Website OPB LinkedIn OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB)</p>	1 2 1	From a current OPB employee

Associate Director, Corporate Support (cont.)		Craigslis - Portland Greater Public 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) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Young Nonprofit Professionals Association (Portland) Think Public Media Reed College Lewis and Clark College Washington State University (WSU) Willamette University PDX Mindshare Idealist Current LinkedIn Boost LinkedIn (OPB employee accounts) From a current OPB employee	1	
Radio Operations Coordinator 3/13/2023	9	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslis - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) National Education Telecommunication Association (NETA) Nonprofit Association of Oregon Partners in Diversity Multnomah University Urban League of Portland WorkSource Oregon Asian American Journalists Association (AAJA) Columbia University Craig Newmark Graduate School of Journalism at City University of New York (CUNY/CCNY) Emerson College Indiana State University School of Journalism Journalism Next Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) National Association of Hispanic Journalists (NAHJ) National Association of Black Journalists (NABJ) Native American Journalists Association (NAJA) New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication Pacific Islanders in Communications University of Oregon (U of O) School of Journalism and Communication University of California Berkeley Howard University North Carolina Agricultural and Technical State University Oregon State University (OSU) Portland State University (PSU) Washington State University (WSU) University of Oregon (U of O) Morehouse College Traffic Directors Guild of America (TDGA) Public Radio Program Directors (PRPD)	4 1 1 1	From a current OPB employee

Facilities Technician (cont.)		Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland 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	1	
Associate Director of Audience Development 5/8/2023	6	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia OPB LinkedIn Local Organizations Indeed 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 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 Young Nonprofit Professionals Association (Portland) PDX Mindshare Idealist Journalism Next Black Public Media National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) Public Radio Association of Development Officers (PRADO) via OPB employee account LinkedIn (OPB employee accounts) Direct email to colleagues via OPB employee	2 2 1 1	Idealist
Help Desk Specialist 5/8/2023	13	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland 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	2 3 1	iMatch

<p>Maintenance Engineer 6/20/2023</p>	<p>1</p>	<p>OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed 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 Society of Broadcast Engineers (SBE) Chapter 124 Portland OR Society of Broadcast Engineers (SBE) Chapter 76 Eugene OR Society of Broadcast Engineers (SBE) Chapter 149 Medford OR Women in Technology - National Latinos in Information Sciences and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology (BIT) Networks and Sysytems Professionals Association (NaSPA) 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) Hire Heroes USA Society of Broadcast Engineers (SBE)</p>	<p>1</p>	<p>OPB Website</p>
<p>Media Operations Specialist 7/10/2023</p>	<p>6</p>	<p>OPB Website OPB All Staff email Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) 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 LinkedIn (OPB employee accounts)</p>	<p>3 1 1 1</p>	<p>OPB Website</p>
<p>Corporate Account Executive 7/17/2023</p>	<p>5</p>	<p>OPB Website OPB All Staff email OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List</p>	<p>3 1</p>	<p>OPB Website</p>

Corporate Account Executive (cont.)		Mt. Hood Community College (MHCC) Nonprofit Association of Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) University of Portland (U of P) Urban League of Portland WorkSource Oregon Think Public Media Washington State University (WSU) Willamette University From a current OPB employee	1	
Podcast Producer 7/17/2023	15	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland 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 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 Journalism Next Media Bistro Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana State University School of Journalism University of California Berkeley Emerson College New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication City University of New York (CUNY/CCNY) University of Missouri Journalism School Grambling State University Howard University Southern University Agricultural and Mechanical College at Baton Rouge North Carolina Agricultural and Technical State University Current Creighton University Reed College From a current OPB employee Google Mallory Carra's West Coast Media Jobs newsletter Through an internal jobs list at NPR From a peer/colleague of mine in public radio From a colleague LinkedIn, after a friend shared it on their account	2 2 3 1	OPB Website
Education Reporter 7/25/2023	8	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Indeed	3 1 1 1	OPB Twitter

Education Reporter (cont.)		Corporation for Public Broadcasting (CPB) Hispanic Metropolitan Chamber of Commerce - Oregon Partners in Diversity Multnomah University Portland State University (PSU) University of Oregon (U of O) WorkSource Oregon National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) University of California Berkeley Indiana State University School of Journalism Columbia University Northwestern University Emerson College University of Oregon (U of O) School of Journalism and Communications City University of New York (CUNY/CCNY) Howard University Brandeis University Savannah State University Grambling State University University of Mississippi American University Medaille University Stony Brook University Referral from Voces Internship, Nicole Foy Online	 1 1	
Accounting Director 8/7/2023	1	OPB Website OPB All Staff email OPB LinkedIn Local Organizations Indeed Corporation for Public Broadcasting (CPB) Craigslist - Portland Greater Public Hispanic Metropolitan Chamber of Commerce - Oregon Mac's List Mt. Hood Community College (MHCC) 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 Idealist Hispanic/Latino Professionals Association (HLP Western Oregon University (WOU) Eastern Oregon University (EOU) Accounting Jobs Today National Education Telecommunication Association (NETA)	 1	Indeed
Media Archivist 8/14/2023	8	OPB Website OPB All Staff email OPB LinkedIn Local Organizations Indeed 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	 2 1	OPB Website

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
"Colleague"	1	
"From a peer/colleague of mine in public radio"	1	
"From my coworker"	1	
"Google Search"	1	
"Google"	1	
"Handshake" (this is the system we use to post to universities)	1	
"I found the job online"	1	
"LinkedIn, after a friend shared it on their account"	1	
"Mallory Carra's West Coast Media Jobs newsletter"	1	
"Referral from Voces Internship, Nicole Foy"	1	
"Through an internal jobs list at NPR"	1	
"Women Engineers" (we did not post to this site)	1	
Accountlandia @ Portland Community College (we did not post to this site)	1	
Archives Gig (we did not post to this site)	5	
Corporation for Public Broadcasting (CPB)	6	
Craigslist - Portland	16	
Current	1	
From a colleague	1	
From a current OPB employee	15	5
Glassdoor	3	1
Goinhouse	1	
Google Jobs	1	
Idealist	1	1
iMatch	1	1
Indeed	36	3
LinkedIn	11	
Mac's List	6	1
Nonprofit Association of Oregon	1	
Nonprofit Professionals Now	1	
OPB All Staff email	7	3
OPB Twitter #mediadiversity #thinkpublicmedia	9	3
OPB Website	55	11
Oregon Women Lawyers listserve via OPB employee	2	1
Society of Broadcast Engineers (SBE) Chapter 124 Portland OR	1	
University of Oregon (U of O) Law School	1	
WorkSource Oregon	2	
Zip Recruiter (aggregate site)	2	1

Total interviewed	198	
Total Hired		31

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 and/or Notes	Contact Information
Accounting Jobs Today		https://jobboard.accountingjobstoday.com/employer/pricing/?extre=1
*Affiliated Tribes of Northwest Indians		atni@atntribes.org
Air Media		https://airmedia.org/node/add/job
American Marketing Association		https://jobs.ama.org/employer/login/?goto=%2Femployer%2Fmy%2Daccount%2F
American University		https://app.joinhandshake.com/login
Arizona State University (ASU)		https://app.joinhandshake.com/login
Arizona State University (ASU) College of Law		lawcareerservices@asu.edu
Asian American Journalists Association (AAJA)		https://www.aajacareers.org/
*Asian Health Services Center (AHSC)		info@ahscpx.org
Association of Moving Image Archivists		https://amianet.org/resources/job-listings/
Bend Oregon Jobs		https://bendoregonjobs.com/post/
Blacks in Technology (BIT)		https://www.blacksintechology.net/choose-your-post-package/
Black Public Media	Christian	christian@nbpc.tv
Brandeis University		https://app.joinhandshake.com/login
Brigham Young University (BYU)		https://app.joinhandshake.com/login
Brigham Young University (BYU) Law School		https://law-byu.12twenty.com/hire
Central Oregon Community College		https://www.cocc.edu/departments/cap/career-services/employer-services.aspx
City University of New York (CUNY/CCNY)		https://app.joinhandshake.com/login
Columbia Journalism School		https://columbiajournalism.12twenty.com/
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)		https://www.cpb.org/user
Craig Newmark Graduate School of Journalism at City University of New York (CUNY/CCNY)		https://app.joinhandshake.com/login
Craigslist - Bend		https://bend.craigslist.org/
Craigslist - Corvallis		https://corvallis.craigslist.org/
Craigslist - Portland		https://portland.craigslist.org/
Creighton University		https://app.joinhandshake.com/login
Current		https://jobs.current.org/employer/login/
*Dept. of Human Services Self Sufficiency section	Heather Martinez	heather.l.martinez@state.or.us
Eastern Oregon University (EOU)		https://app.joinhandshake.com/login
Eastern Washington University (EWU)		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Foundation List		https://www.foundationlist.org/
Goinhouse		https://law-byu.12twenty.com/hire
Gonzaga University Law School		https://law-gonzaga.12twenty.com/hire

Source	Contact and/or Notes	Contact Information
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
Grambling State University		https://app.joinhandshake.com/login
Greater Public		https://greaterpublic.org/submit-job/
Hire Heroes USA		https://jobs.hireheroesusa.org/
Hispanic Metropolitan Chamber of Commerce - Oregon		https://hmccoregon.com/business-old/job-board/
Hispanic/Latino Professionals Association (HLPA)		https://jobboard.hlpa.com/employer/private?login
Howard University		https://app.joinhandshake.com/login
Idealist		https://www.idealist.org/login
Indiana State University School of Journalism		https://app.joinhandshake.com/login
Institute for Nonprofit Management (INPM)		inpm@pdx.edu
Journalism Jobs		https://www.journalismjobs.com/login_employer
Journalism Next		https://www.journalismnext.com/userlogin.cfm
*Klamath Tribal Health	Charlene Hescocock	charlene.hescocock@klm.portland.ihs.gov
*Klamath Tribes Newsletter	Sally Brandt	sally.brandt@klamathtribes.com
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	vhammarstedt@berkeley.edu, pgleason@berkeley.edu
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	vporter@usc.edu
*KQED	Janelle Hessig	jhessig@kqed.org
Latino Public Broadcasting		info@lpbp.org
Latinos in Information Sciences and Technology Association (LISTA)		https://techlatino.careerwebsite.com/home/index.cfm?
Lewis and Clark College		https://app.joinhandshake.com/login
Lewis and Clark College Law School		https://law-lclark.12twenty.com/hire
LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/ and employee accounts
LinkedIn Boost		https://www.linkedin.com/company/oregon-public-broadcasting/
Mac's List		https://jobs.macslist.org/login/employer/job
*Mary's Woods Retirement Community at Marylhurst		inevius@maryswoods.com
Massachusetts Institute of Technology (MIT) Science Writing Program	Christina Couch	couch@mit.edu; sciwrite-www@mit.edu
Medaille University	(this university closed on August 31, 2023)	https://app.joinhandshake.com/login
Media Bistro		https://www.mediabistro.com/post-jobs
Morehouse College		https://app.joinhandshake.com/login
Morgan State University		https://app.joinhandshake.com/login
Mt. Hood Community College (MHCC)		https://app.joinhandshake.com/login
Multnomah University		https://app.joinhandshake.com/login
National Association of Black Journalists (NABJ)		https://www.nabjcareers.org/login/
National Association of Hispanic Journalists (NAHJ)		https://www.nahjcareers.org/

Source	Contact and/or Notes	Contact Information
National Education Telecommunication Association (NETA)		https://www.netaonline.org/form/job-listing
Native American Journalists Association (NAJA)	Sterling Cospers	scospers@naja.com
Networks and Systems Professionals Association (NaSPA)		https://careers.naspa.com/home/index.cfm?site_id=190
New Media Innovation Lab at Arizona State University (ASU) Walter Cronkite School of Journalism and Mass Communication	Mike Wong and Karen Bordeleau	kbordel1@asu.edu
Nonprofit Association of Oregon		https://nonprofitoregon.org/jobs
Nonprofit Professionals Now		https://npjobboard.com/employers/post-a-job-form
North Carolina Agricultural and Technical State University		https://app.joinhandshake.com/login
Northwest Film Center/Portland Art Museum Center for an Untold Tomorrow (PAM CUT)		info@nwfilm.org
Northwestern University		https://app.joinhandshake.com/login
OPB All Staff email	OPB all staff email directory	allstaff@opb.org
OPB Website		https://www.opb.org/careers/
*Oregon Advocacy Commission Office (OACO)		OACO.mail@das.state.or.us
*Oregon Commission on Black Affairs		OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		https://app.joinhandshake.com/login
Oregon Media Production Association (OMPA)		https://ompa.app.neoncrm.com/np/clients/ompa/survey.jsp?surveyId=11
Oregon State Bar		https://jobs.osbar.org/employer/login/?goto=%2Femployer%2Fpost%2F
Oregon State University (OSU)		https://app.joinhandshake.com/login
Pacific Islanders in Communications	Maluhia Kaimikaua	mkaimikaua@piccom.org
Partners in Diversity		https://jobs.partnersindiversity.org/employer-offers
*Passion Impact, Inc.		stefan@passionimpact.org
PDX Mindshare		https://pdxmindshare.com/employers/
PDX Women in Technology		https://jobs.pdxwit.org/products
Portland Community College (PCC)		https://pcc-csm.symplicity.com/employers/?signin_tab=0&signin_tab=0
Portland State University (PSU)		https://app.joinhandshake.com/login
Portland State University (PSU) School of Business	DeAnne Preston & Angela Liu	DeAnne.Preston@pdx.edu and liu28@pdx.edu
*Portland State University (PSU) School of Business Graduate Students	Angela Liu	liu28@pdx.edu
Production Hub		https://www.productionhub.com/jobs/pre-post#post-job
Public Media Journalists Association (PMJA)		https://jobs.pmja.org/
Public Radio Program Directors (PRPD)	Chris Paige Diers	cpaigediers@gmail.com
Really Good Emails (RGE)		https://reallygoodemails.pallet.com/jobs
Reed College		https://app.joinhandshake.com/login

Source	Contact and/or Notes	Contact Information
Savannah State University		https://app.joinhandshake.com/login
Seattle Pacific University		https://app.joinhandshake.com/login
Seattle University		https://app.joinhandshake.com/login
Seattle University Law School		https://law-seattle-csm.symplicity.com/employers/index.php?cck=1&au=&ck=&signin_tab=0&signin_tab=0
Society of American Archivists		https://careers.archivists.org/employers/
Society of Broadcast Engineers (SBE)		https://sbe.org/sections/jl_submit.php
Society of Broadcast Engineers (SBE) Chapter 124 Portland OR		everett@helm.net
Society of Broadcast Engineers (SBE) Chapter 141 Medford OR		wewhitt@gmail.com
Society of Broadcast Engineers (SBE) Chapter 76 Eugene OR		drlmhunt@gmail.com
Society of Professional Journalists (SPJ)		https://jobs.spj.org/employers/
Southern Oregon University (SOU)		https://app.joinhandshake.com/login
Southern University Agricultural and Mechanical College at Baton Rouge		https://app.joinhandshake.com/login
Southern University Law Center		https://law-sulc-csm.symplicity.com/employers/?signin_tab=0&signin_tab=0
Staff Me Up		https://staffmeup.com/login
Stanford University		https://app.joinhandshake.com/login
Stony Brook University		https://app.joinhandshake.com/login
Technology Association of Oregon (TAO)		https://www.techoregon.org/tech-oregon-careers/jobs/post-a-job/
Think Public Media		http://www.thinkpublicmedia.org/careers-1
Traffic Directors Guild of America (TDGA)		tdgaorg@gmail.com
Twitter #mediadiversity #thinkpublicmedia		https://twitter.com/OPB
University of California Berkeley		https://app.joinhandshake.com/login
University of California Los Angeles		https://app.joinhandshake.com/login
University of Idaho		https://app.joinhandshake.com/login
University of Idaho Law School		https://law-uidaholaw-csm.symplicity.com/employers/index.php?_subtab=localregpost2&signin_tab=0
University of Mississippi		https://app.joinhandshake.com/login
University of Missouri - Columbia		https://app.joinhandshake.com/login
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) Law School		https://law-oregon-csm.symplicity.com/employers/index.php?signin_tab=0&signin_tab=0
University of Oregon (U of O) School of Journalism and Communication	Specific to getting the job posted on social media	https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7
University of Portland (U of P)		https://app.joinhandshake.com/login

Source	Contact and/or Notes	Contact Information
University of Southern California (USC) Annenberg School for Communications & Journalism		https://annenberg-usc-csm.symplicity.com/employers/?signin_tab=0&signin_tab=0
University of Utah		https://app.joinhandshake.com/login
University of Utah Law School		https://law-utah.12twenty.com/hire
University of Washington – Seattle/Bothell		https://app.joinhandshake.com/login
University of Washington Law School		https://www.law.uw.edu/careers/for-employers
University of Wisconsin-Madison Journalism School		https://app.joinhandshake.com/login
Urban League of Portland		https://jobs.ulpdx.org/payments/new?p=4f307d5b-6ca1-4c73-b418-0614454b20e6
Washington State University (WSU)		https://app.joinhandshake.com/login
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		https://app.joinhandshake.com/login
Willamette University Law School		https://law-willamette.12twenty.com/hire
Willamette Valley Development Officers (WVDO)		https://npprofessionals.com/
Women in Technology - National		https://womenintechnology-jobs.careerwebsite.com/employer/login/?msessid=ixbR2
WorkSource Oregon		https://empportal.emp.state.or.us/mprod_imscod_dad/pkg_general.proc_navigate
Young Nonprofit Professionals Association (Portland)		https://ynpn.org/post-a-job/

LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest Indians
P.O Box 66209
Portland, Oregon 97290
Phone: (503) 249-5770
<https://atntribes.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
500 Summer St NE, E15
Salem, Oregon 97301
Phone: (503) 945-5600
<https://www.oregon.gov/odhs/agency/pages/ssp.aspx>

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

Hispanic Metropolitan Chamber of Commerce
1618 SW 1st Ave #250
Portland, OR 97201
Phone: (503) 222-0280
<https://hmccoregon.com/>

Klamath Tribal Health
330 Chiloquin Boulevard
Chiloquin, OR 97624
Phone: (541) 882-1487
<http://www.klamathtribalhealth.org/>

Klamath Tribes Newsletter
3949 S. Sixth Street
Klamath Falls, OR 97603
Phone: (541) 882-1487
<http://klamathtribes.org/news/>

PDX Women in Technology
221 SE Ankeny Street
Portland, OR 97214
Phone: (503) 928-2250
<https://www.pdxwit.org/>

Oregon Advocacy Commission Office (OACO)
P.O. Box 17550
Portland, OR 97217
Phone: (503) 910-3090
<https://www.oregon.gov/oac/pages/index.aspx>

Oregon Commission on Black Affairs
800 NE Oregon St # 930
Phone (503) 731-4582
<https://www.oregon.gov/oac/ocba/pages/index.aspx>

Partners In Diversity
121 SW Salmon St #1440
Portland, OR 97204
Phone: (503) 224-8684
<https://www.partnersindiversity.org/>

PDX Women in Technology
221 SE Ankeny St
Portland, OR 97214
<https://jobs.pdxwit.org/products>

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

NATIONAL AFFIRMATIVE ACTION:

Asian American Journalists Association
5 Third St. Suite 1108
San Francisco, CA 94103
Phone: (202) 729-8383
<https://www.aaaja.org/>

Blacks in Technology
4132 Foxpoint Ridge
Clevel, Ohio 45002
Phone: (984) 217-7890
<https://www.blacksintechology.net/>

Black Public Media
8 W. 126th St., Ste. 0D3117
New York, NY 10027
Phone: (212) 234-8200
<https://blackpublicmedia.org/>

Hispanic/Latino Professionals Association
Phone: (888)550-3777
<https://hlpa.com/>

Journalism Next
Phone: (703) 629-0178
<https://www.journalismnext.com/>

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

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

National Association of Black Journalists
1100 Knight Hall, Suite 3101
College Park, MD 20742
Phone: (301) 405-0248
<https://nabjonline.org/>

National Association of Hispanic Journalists
1050 Connecticut Ave, NW 5th Floor
Washington, DC 20036
Phone: (866) 624-5674
<https://nahj.org/>

Native American Journalists Association
395 West Lindsey Street
Norman, OK 73019
Phone: (405) 325-9008
<https://najanewsroom.com/>

Pacific Islanders in Communications
615 Pi'ikoi Street, Suite 1203
Honolulu, HI 96814
Phone: (808) 591-0059
<https://www.piccom.org/>

Think Public Media
<http://www.thinkpublicmedia.org/>

Women in Technology National
200 Little Falls Street, Suite 205
Falls Church, VA 22046
Phone: (703) 349-1044
<https://www.womenintechology.org/>

Prong 3: Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.

(1) Participation in four job fairs by station personnel with hiring responsibilities.

OPB joined NPR and two dozen other public media organizations from across the country as part of the ongoing nationwide public media recruiting efforts called Think Public Media. OPB's People and Culture Representatives along with journalists and editors attended the following conferences as part of our recruitment efforts:

- NAHJ - National Association of Hispanic Journalists – July 12-15
- AAJA - Asian American Journalists Association – July 19-23
- NABJ - National Association of Black Journalists – August 2-6

Journalists, editors and organizational directors also attended the Association of LGBTQ+ Journalists – September 7-10.

OPB People and Culture representatives tabled at the following local events and job fairs:

- Urban League of Portland 2023 Career Connections Job Fair on June 8, 2023. The focus of this fair was on employment opportunities for people from the Black/African American community. INCIGHT Jobs Now job fair on June 20, 2023. The focus of this fair was on employment opportunities for people experiencing disabilities.
- Northwest Native Chamber of Commerce's The Gathering event on 10/19/2023.
- Hispanic Metropolitan Chamber of Commerce's 29th Heritage Celebration event on 09/08/2023 to inform the public of employment opportunities with OPB.

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

OPB operated the Roger Cooke Legal fellowship program in 2022-2023. 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. Throughout the last year 6 legal fellow have come through this program.

OPB in partnership with the University of Oregon School of Journalism and Communication again hosted a 2023 Charles Snowden Program for Excellence in Journalism Internship. This year, our Snowden intern specialized in photography and worked under the guidance of OPB's award winning Photo Editor.

(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:

Associate Director, Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media.

Politics News Editor: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Society of Professional Journalists, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists.

Associate Director of Audience Development: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, National Association of Hispanic Journalists, Asian American Journalists Association, Native American Journalists Association, Public Radio Association of Development Officers.

Accounting Director: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Hispanic/Latino Professionals Association,

Operations Manager: Corporate Support: National Education Telecommunication Association, Nonprofit Association of Oregon, Think Public Media, Blacks in Technology, Latinos in Information Sciences and Technology Association

(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, 2023 deadline.
- OPB Trained our People Managers using 15Five on a series of critical topics including Diversity, Equity, Inclusion, & Belonging, Manager as Coach and Building Strong Relationships, Making 1-on-1s Meaningful, Feedback for Redirection, Feedback for Appreciation, Role Clarity & Energizing Work, Moving from Burnout to Thriving, and Managing Performance all of which reinforced equal opportunity and prevention of discrimination.
- As part of our CEO search process, the board's Executive Search Committee has completed bias awareness training, focusing on the biases that often happen during hires, similar to what our other hiring panels receive.