



**OREGON PUBLIC BROADCASTING
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 22, 2019
and ending September 21, 2020

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)

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Director of Member Acquisition (continued)		University of Portland Willamette MBA program LinkedIn (OPB employee accounts) Notified by current OPB employee Public Radio Association of Development Officers (PRADO) (OPB employee accounts)	1 2 1	

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
Corporation for Public Broadcasting (CPB)	2	
Craigslist Portland	1	
Facebook Journalists of Color in Public Media group (OPB employee accounts)	1	
Glassdoor (aggregate site)	1	
HR Network	1	1
Internal Hire		1
Indeed (aggregate site)	11	
LinkedIn (OPB employee accounts)	2	
Mac's List	1	
Notified by current OPB employee	11	3
OPB All Staff email	7	2
OPB LinkedIn	1	
OPB Website	6	1
Partners in Diversity	1	
Public Radio Association of Development Officers (PRADO) (OPB employee accounts)	1	
Willamette Valley Development Officers (WVDO)	2	
Word of mouth	1	

Total interviewed	50	
Total Hired		8

RESOURCE AGENCIES

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

Source	Contact	Contact Information
*Affiliated Tribes of Northwest Indians		atni@atnitribes.org
*AHSC (Asian Health Services Center)		info@ahscpdx.org
American Marketing Association National	Rianne McMahon	https://jobs.ama.org/ , Rianne.McMahon@communitybrands.com
American Marketing Association PDX	Rianne McMahon	https://careers.ama-pdx.org/ , Rianne.McMahon@communitybrands.com
Asian American Journalists Association (AAJA)		https://aaja.nationbuilder.com/login
Association of Fundraising Professionals Global		http://jobs.afpnet.org/post.cfm
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
Bennett College	Ebony Kendrick	ekendrick@bennett.edu
Blacks in Technology		https://www.blacksintechology.net/submit-a-job/
Chemeketa Community College		https://www.myinterfase.com/chemeketa/employer/
		https://ccny-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0
City University of New York (CUNY aka CCNY)		https://www.collegecentral.com/clackamas
Clackamas Community College (CCC)		https://journalism-columbia-csm.symplicity.com/employers/
Columbia Journalism School		https://app.joinhandshake.com/login
Columbia University		http://www.cpb.org/user
Corporation for Public Broadcasting (CPB)		https://portland.craigslislist.org/
Craigslist Portland		https://jobs.current.org/
Current		
*Dept of Human Services Self Sufficiency section	Heather Martinez	heather.l.martinez@state.or.us
Emerson College		https://app.joinhandshake.com/login
Facebook (OPB and KMHD)		http://www.facebook.com , http://www.facebook.com/opb , http://www.facebook.com/kmhd , http://www.facebook.com/opbmusic and employee accounts
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
Greater Public		http://greaterpublic.org/node/add/job
*Hispanic Chamber of Commerce		jnevarez@hmccoregon.com
Hispanic Metro Chamber		https://hmccoregon.com/business/job-board/
HR Network	Jennifer Johnson	https://hrnetwork-nw.com/
Idealist		https://www.idealists.org/login
Indiana University School of Journalism		https://www.myinterfase.com/indiana-journalism/employer/
Institute for Nonprofit Management (INPM)	Erin Elliot	inpm@pdx.edu
Journalism Jobs		https://www.journalismjobs.com/login_employer
Journalism Next		https://www.journalismnext.com/emplogin.cfm
*Klamath Tribal Health	Charlene Hescocock	charlene.hescocock@klm.portland.ihg.gov
*Klamath Tribes Newsletter	Sally Brandt	sally.brandt@klamathtribes.com
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	http://multimedia.journalism.berkeley.edu/ , vhammarstedt@berkeley.edu , pgleason@berkeley.edu
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	vporter@usc.edu
*KQED (Northern California Public Broadcasting)	Janelle Hessig	jhessig@kqed.org
Latino Public Radio Consortium	Magaly Rivera and Anahí Lazarte	mag@latinopublicmedia.org , anahi@latinopublicradioconsortium.org
Latinos in Information Science and Technology Association (LISTA)		http://www.listacareercenter.com/recruiters/products
LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/ and employee accounts
LinkedIn groups: Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Public Radio, Talking Radio, Diversity Professionals, Non Profit Network, Oregon Professionals of Color, pdxMindShare - Portland's Career Community, Success Minded African Americans, YNPN Portland		
Mac's List		https://jobs.macslislist.org/employer-offers
*Mary's Woods Retirement Community at Marylhurst	Linell Nevius	linevius@maryswoods.com
MediaBistro/Adweek		https://www.mediabistro.com/employer/
Medill Northwestern University		https://app.joinhandshake.com/login
Mt. Hood Community College (MHCC)		https://www.collegecentral.com/mhcc/Employer.cfm
*Multnomah University		careerservices@multnomah.edu
National Association of Black Journalists (NABJ)		http://www.nabjcareers.org/add-listing/?listing_type_id=Job
National Association of Hispanic Journalists (NAHJ)		https://www.nahjcareers.org/

RESOURCE AGENCIES

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Source	Contact	Contact Information
National Education Telecommunication Association (NETA)	Maryanne Schuessler	https://www.netaonline.org/Contact-Us
Native American Journalists Association (NAJA)		https://najanewsroom.com/purchase-a-listing/
Networks and Systems Professional Association (NaSPA)		https://careers.naspa.com/
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication	Mike Wong	mike.wong@asu.edu
Nonprofit Association of Oregon		http://nonprofitoregon.org/jobs
Northwest Human Resource Management Association (NHRMA)		https://careers.nhrma.shrm.org/
*OACO (Oregon Advocacy Commission Office)		OACO.mail@das.state.or.us
Online News Association (ONA)		https://careers.journalists.org/employers/
OPB Website		https://www.opb.org/careers/
*Oregon Commission on Black Affairs	Nancy Kramer	OACO.mail@oregon.gov
Oregon Institute of Technology (OIT)		https://app.joinhandshake.com/login
Oregon State University (OSU)		https://app.joinhandshake.com/login
Pacific Islanders in Communications	Maluhia Kaimikaua	mkaimikaua@piccom.org
Partners in Diversity		https://www.partnersindiversity.org/jobs/post-a-job.html
*Passion Impact, Inc.	Stefan Peierls	stefan@passionimpact.org
Portland Community College (PCC)		https://www.myinterfase.com/pcc/employer/
Portland Human Resource Management Association (PHRMA)		https://portlandhrma-jobs.careerwebsite.com/
Portland State University (PSU)		https://app.joinhandshake.com/login
Poynter.org		https://employers.poynter.org/
*PSU School of Business Graduate Students	DeAnne Preston	DeAnne.Preston@pdx.edu
Public Broadcasting Service (PBS)		https://mypbs.org/secure/Home.aspx
Public Radio News Directors Inc. (PRNDI)	Chris Paige Diers	cpaigediers@gmail.com
Public Radio Program Directors (PRPD)	Jessica Frantz	jfrantz@prpd.org
Society of Environmental Journalists (SEJ)		https://www.sej.org/job-board
Society of Human Resource Management (SHRM)		https://jobs.shrm.org/
Society of Professional Journalists (SPJ)		http://jobs.spj.org/employers/
Technology Association of Oregon		http://www.techoregon.org/oregon-tech-jobs
The Journalism School at Columbia University		https://journalism-columbia-csm.symplicity.com/employers/
Think Public Media		http://www.thinkpublicmedia.org/view-career-opportunities#opb
*TVW, Inc.	Christie Theeler	ctheeler@tvwinc.org
Twitter @OPB		https://twitter.com/OPB , #mediadiversity, #thinkpublicmedia and employee accounts
University of California (UC) Berkeley		https://app.joinhandshake.com/login
University of California (UC) Berkeley Graduate School of Journalism		https://journalism.berkeley.edu/career/add-job/
University of 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 (U of P)		https://app.joinhandshake.com/login
University of Southern California (USC) Annenberg School for Communications & Journalism		https://annenberg-usc-csm.symplicity.com/employers/
University of Wisconsin-Madison		https://app.joinhandshake.com/login
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 MBA program		https://app.joinhandshake.com/login
*Willamette University		mba-jobs@willamette.edu
Willamette Valley Development Officers (WVDO) including email to distribution list (aka Nonprofit Professionals Now)	Melanie Shaw	https://npprofessionals.com/career-center/post-a-job/ , email to Melanie Shaw for distribution list
Women in Technology - National		https://womenintechnology-jobs.careerwebsite.com/employer/login/?msessid=ixBR2
Women in Technology - Portland		https://jobs.pdxwit.org/post-a-job/
WorkSource Oregon		https://empportal.emp.state.or.us/mprod_imscood_dad!pkq_general.pro_c_navigate
Young Nonprofit Professionals Association (YNPN Portland)		https://www.linkedin.com/groups/4926246/

LOCAL AFFIRMATIVE ACTION:

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

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

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

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

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

TVW Inc.
6615 SE Alexander Street
Hillsboro, Oregon 97123-8589
Phone: (503) 649-8571
ctheeler@tvwinc.org
<https://tvwinc.org/>

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

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

NATIONAL AFFIRMATIVE ACTION:

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

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

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/>

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/>

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

Recruitment Sources posted to September 22, 2019 through September 21, 2020

American Marketing Association National
American Marketing Association PDX
Asian American Journalists Association (AAJA)
Association of Fundraising Professionals Global
Association of Fundraising Professionals Oregon & SW Washington
Association of Fundraising Professionals San Francisco
Association of Fundraising Professionals Seattle
Bennett College
Blacks in Technology
Chemeketa Community College
City University of New York (CUNY aka CCNY)
Clackamas Community College
Columbia Journalism School
Columbia University
Corporation for Public Broadcasting (CPB)
Craigslist Portland
Current
Direct email to colleagues (OPB employee accounts)
Emerson College
Facebook (OPB employee accounts)
Facebook Journalists of Color in Public Media group (OPB employee accounts)
Glassdoor (aggregate site)
Greater Public
Hispanic Metro Chamber
HR Network
Idealist
Indeed (aggregate site)
Indiana University School of Journalism
Institute for Non Profit Management (INPM)
Journalism Jobs
Journalism Next
Knight Digital Media Center (University of California Berkeley)
Knight Digital Media Center (University of Southern California Annenberg)
Latino Public Radio Consortium
Latinos in Information Science and Technology Association (LISTA)
LinkedIn (OPB employee accounts)
LinkedIn groups: Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Public Radio, Talking Radio, Diversity Professionals, Non Profit Network, Oregon Professionals of Color, pdxMindShare - Portland's Local Organizations (see organizations noted with a * in the Resource Agencies section)
Mac's List
Media Bistro
Medill Northwestern University
Mt. Hood Community College (MHCC)
National Association of Black Journalists (NABJ)
National Association of Hispanic Journalists (NAHJ)
National Education Telecommunications Association (NETA)
Native American Journalists Association (NAJA)
Networks and Systems Professional Association (NaSPA)
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass
Nonprofit Association of Oregon
Northwest Human Resource Management Association (NHRMA)
Notified by current OPB employee
Online News Association (ONA)
OPB All Staff email

Recruitment Sources posted to September 22, 2019 through September 21, 2020

OPB LinkedIn
OPB Staff Lounge hard copy post
OPB Twitter #mediadiversity #thinkpublicmedia
OPB Website
Oregon Institute of Technology (OIT)
Oregon State University (OSU)
Pacific Islanders in Communications
Partners in Diversity
PDX Women in Technology
Portland Community College (PCC)
Portland Human Resource Management Association (PHRMA)
Portland State University (PSU)
Poynter
Public Broadcasting Service (PBS)
Public Radio Association of Development Officers (PRADO) (OPB employee Accounts)
Public Radio News Directors Inc. (PRNDI)
Public Radio Program Directors (PRPD)
Society of Environmental Journalists (SEJ)
Society of Human Resource Management (SHRM)
Society of Professional Journalists (SPJ)
Technology Association of Oregon
The Journalism School at Columbia University
Think Public Media
Twitter (OPB employee accounts)
University of California Berkeley
University of California Berkeley Graduate School of Journalism
University of California Santa Cruz Science and Communications graduate program (OPB employee accounts)
University of Missouri Journalism School
University of Oregon (U of O)
University of Oregon School of Journalism and Communication
University of Portland
University of Southern California Annenberg School for Communications & Journalism
University of Wisconsin-Madison
University of Wisconsin-Madison Journalism School
Urban League of Portland
Washington State University Vancouver (WSU)
Western Oregon University (WOU)
Willamette MBA program
Willamette Valley Development Officers (WVDO)
Women in Technology National
Word of mouth
WorkSource Oregon
Young Nonprofit Professionals Network Portland (YNPN)

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 2020 virtual conventions and their associated virtual career fairs:

- The joint conference (their first since 2016) of the National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) from August 5 – 7, 2020, considered the nation's largest annual gathering of journalists of color.
- The Asian American Journalists Association (AAJA) from August 12 – 15, 2020.
- OPB's recruitment manager 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 continues our robust internship program. OPB's internships are updated and enhanced annually. During the past year, OPB provided 3 individuals with unpaid educational experiences. OPB offers the following paid internships:

- In 2020, OPB created the Joan Cirillo Emerging Journalist Fellowship. This one-year paid program will immerse fellows in the many career paths available to talented journalists in public media. Experiences could include reporting, producing for *Think Out Loud*, creating video content and working with our digital team. It will include a focus on career development and learning about various opportunities at OPB and in public media more broadly. Each fellow will be assigned a mentor within OPB, who will be compensated for their work, and fellow and mentor will participate in the selection of the next participant.
- OPB also created a new program for paid internships for legal interns studying media law. This program provides 2nd year law students to join our legal team for 10-12 weeks. They work with our two in-house counsel to learn the intricacies of law pertaining to journalism, Freedom of Information requests, FCC compliance, broadcast spectrum, and more. This year, we placed 2 paid legal interns.
- In 2017, OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB's long-standing Jon R. Tuttle Journalism and Production Diversity Internship. OPB placed one intern in this program this year. They worked in our daily news talk show, *Think Out Loud*.
- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB along with other Oregon college educators and Northwest news media organizations give accomplished students professional training in community journalism through 10-week summer internships. This year, OPB had one Snowden intern on our Digital Content team.

(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 one upper-level opening, the Director of Member Acquisition. We advertised with the following groups: CPB, National Education Telecommunications Association (NETA), Greater Public, Think Public Media, PBS, American Marketing Association National, Association of Fundraising Professionals (Global, Seattle, San Francisco and Oregon and SW Washington), and Public Radio Association of Development Officers (PRADO)

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

- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's equity work. This year we continued our focus on OPB's active diversity, equity and inclusion efforts, particularly through our partnership with the [Center for Equity and Inclusion](#). Part of this work is ongoing training and support of our Senior Leadership Group and our Equity Team.
- Human Resources conducts in-depth conversations and educates search committee members prior to interviews regarding appropriate and equitable interviewing styles.
- Human Resources provides consultative support to all staff, including management, regarding diversity, equity, and inclusion, continuing our commitment to ensure equal employment opportunity and preventing discrimination.

OPB staff will complete required Harassment Prevention Training by the extended deadline for the 2019-2020 cycle.