



Public Broadcasting of Colorado, Inc.

Colorado Public Radio (“CPR”)

EEO efforts: 2021-2022

Job fairs (4):

CPR participates in the Colorado Broadcaster’s Association virtual job fairs. These have a statewide reach and connect to a significant audience of potential candidates. Dates were: March 2022 and October 2022. We also participated in an ONA Career Fair the week of March 28th, 2022.

CPR was a participant in the Public Media Village, with NPR and about 30 other public media organizations at the National Association of Black Journalists/National Association of Hispanic Journalists conference in Los Angeles in July 2022 and at the Asian American Journalists Association in August 2022. This has evolved into “Think Public Media” with links to hundreds of jobs – including CPR’s – access to hundreds of resumes, and participation in multiple minority conferences throughout each year.

Conferences attended by one or more CPR representatives are as follows:

NABJ, NAHJ, AAJA, SRG Denver, SRG DC, PMDMC Chicago.

Fellowship Program:

CPR began a fellowship program in 2015, offering a one-year paid position with benefits, which is actively recruited through college websites in the spring. This is an opportunity to develop new public radio talent, with diversity a priority in outreach. Of the first ten fellows at CPR from July 2015 through June 2020, six were hired for regular, continued employment, four still work for CPR and one is at another public broadcasting station. And in 2018, CPR raised over \$1 million to fund this program into the future.

Next Generation Leadership Program:

CPB’s Next Generation Leadership is a professional development program designed to help public media expand diversity among its programming executives by identifying and training new and diverse senior and executive producers and other content leaders in television, film, radio, and digital platforms. CPR provides staff as mentors for this important program, and hosted a week-long virtual session with five participants the week of August 8th, 2022.

Training Programs:

CPR has a strong commitment to training, with budgeted funds to support the program. Employees are encouraged to identify classes or other learning opportunities that would be

helpful to their career. Multiple PBC staff attend a number of annual conferences, meetings, and webinars.

CPR has been hosting the Inclusive Leadership Program, starting in January 2022. This is an opportunity for about 40 supervisors, managers, directors and senior VPs to meet once a month to discuss a range of issues vital to increasing inclusivity across CPR. In addition, all CPR staff have participated in various diversity, equity and inclusion learning opportunities. CPR has partnered with community experts to cover topics such as issues affecting the LGBTQ community in the workplace, microaggressions, and colorism. The staff have participated in five different learning opportunities throughout 2022.

CPR provides ongoing management training to make sure all managers have current information on employment matters from recruiting, hiring, to orientation through termination. This includes a legal review of employment law such as EEO, FMLA, ADA, FLSA, etc. All CPR managers went through a half day training class covering these areas in 2021 and 2022. All employees participated in harassment prevention training by summer 2022.