



**KUOW/PUGET SOUND PUBLIC RADIO
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing October 1, 2022, and ending September 30, 2023

This report lists all full-time vacancies that were filled during the reporting period for KUOW-FM (94.9 FM Seattle), KUOW (1340 AM Tumwater) and KQOW (90.3 FM Bellingham).

LIST OF POSITIONS FILLED

Job Title	Total Applicants / Interviewees	Recruitment Sources / Total Number Referred by Recruitment Source	Hiree recruitment source
Supervising Producer Date filled: 10/01/2022	24 / 6 / 18 /	6AAJA Community Sources CPB Jobline Current / publicmediajobs.org DiversityEmployers.com Facebook Handshake Indeed.com Internal candidate (4) Journalism Jobs KUOW All Staff email KUOW.org LinkedIn (1) NABJ NAHJ NAJA Think Public Media Twitter University of Washington website /UW Hires Word of mouth/Employee referral (1)	Internal candidate
Race and Identity Reporter	18 / 6	AAJA	KUOW.org

<p>Date filled: 10/19/2022</p>		<p>ColorsCareers.com Consultant / recruiter referral (1) CPB Jobline Current / publicmediajobs.org Facebook Greater Public Handshake Indeed.com Journalism Jobs (1) KUOW All Staff email KUOW.org (1) LinkedIn NABJ NAHJ NAJA Think Public Media Twitter University of Washington website /UW Hires Word of mouth/Employee referral (3)</p>	
<p>Events Producer Date filled: 11/01/2022</p>	<p>72 / 6</p>	<p>Community Sources CPB Jobline Facebook Greater Public Handshake Idealist.org Indeed.com (2) KUOW All Staff email KUOW.org (3) LinkedIn (1) Think Public Media Twitter University of Washington website /UW Hires</p>	<p>KUOW.org</p>

<p>UX Designer Date filled: 12/01/2022</p>	<p>20/2</p>	<p>ColorsCareers.com CPB Jobline Facebook Greater Public Handshake Idealist.org Indeed.com Internal candidate (1) KUOW All Staff email KUOW.org (1) LinkedIn Think Public Media Twitter University of Washington website /UW Hires</p>	<p>Internal candidate</p>
<p>Chief Operating Officer Date filled: 01/03/2023</p>	<p>30 / 10</p>	<p>Association for Women in Communications CPB Jobline Current / publicmediajobs.org Facebook Greater Public Handshake Indeed.com Internal candidate (2) KUOW All Staff email KUOW.org (3) LinkedIn (1) Think Public Media Twitter University of Washington website /UW Hires (3) Word of mouth/Employee referral (1)</p>	<p>Internal candidate</p>
<p>State Government Reporter Date filled: 01/09/2023</p>	<p>10 / 4</p>	<p>AAJA CPB Jobline Current / publicmediajobs.org</p>	<p>KUOW.org</p>

		Facebook Greater Public Handshake Indeed.com Journalism Jobs KUOW All Staff email KUOW.org (1) LinkedIn NABJ NAHJ Think Public Media Twitter University of Washington website /UW Hires (1) Word of mouth/Employee referral (2)	
Education Reporter Date filled: 02/01/2023	20 / 6	AAJA CPB Jobline Current / publicmediajobs.org (1) Education Writers Association (1) Facebook Greater Public Handshake Indeed.com Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW.org LinkedIn NABJ NAHJ Think Public Media Twitter University of Washington website /UW Hires	Education Writers Association

		Word of mouth/Employee referral (3)	
Labor and Economy Reporter Date filled: 02/03/2023	24 / 5	AAJA Consultant / recruiter referral (1) CPB Jobline Current / publicmediajobs.org Facebook Greater Public Handshake Indeed.com Journalism Jobs KUOW All Staff email KUOW.org (1) LinkedIn NABJ NAJA Think Public Media Twitter University of Washington website /UW Hires Word of mouth/Employee referral (3)	Word of mouth/Employee referral
Group Manager, Digital Product Management Date filled: 02/10/2023	30 / 3	CPB Jobline Facebook Greater Public Handshake Idealist.org Indeed.com Internal candidate (1) KUOW All Staff email KUOW.org (1) LinkedIn Think Public Media Twitter University of Washington website /UW Hires (1)	Internal candidate

<p>Membership Operations Manager Date filled: 03/16/2023</p>	<p>11 / 4</p>	<p>AFP Advancement NW ColorsCareers.com CPB Jobline Facebook Greater Public Handshake Idealist.org Indeed.com KUOW All Staff email KUOW.org LinkedIn (1) Think Public Media Twitter University of Washington website /UW Hires (2) Word of mouth/Employee referral (1)</p>	<p>University of Washington website /UW Hires</p>
<p>Campaign Strategy Manager Date filled: 05/10/2023</p>	<p>43 / 9</p>	<p>AFP Advancement NW Air Media ColorsCareers.com Community Sources Facebook Handshake Indeed.com (2) KUOW All Staff email KUOW.org (1) LinkedIn (1) Think Public Media Twitter University of Washington website /UW Hires (5)</p>	<p>University of Washington website /UW Hires</p>
<p>Relationship Officer Date filled: 05/18/2023</p>	<p>52 / 15</p>	<p>AFP Advancement NW CPB Jobline Facebook Greater Public</p>	<p>University of Washington website /UW Hires</p>

		<p>Handshake Idealist.org KUOW All Staff email KUOW.org LinkedIn Think Public Media Twitter University of Washington website /UW Hires (15)</p>	
<p>Chief Marketing Officer Date filled: 05/22/2023</p>	<p>129 / 16</p>	<p>AFP Advancement NW Campbell & Company (16) CPB Jobline Current / publicmediajobs.org DisabilityConnect.com Facebook Greater Public Idealist.org KUOW All Staff email KUOW.org LinkedIn Think Public Media Twitter University of Washington website /UW Hires</p>	<p>Campbell & Company</p>
<p>Chief Content Officer Date filled: 06/05/2023</p>	<p>66 / 17</p>	<p>AAJA Air Media Campbell & Company (17) CPB Jobline Current / publicmediajobs.org DiversityEmployers.com Facebook Greater Public Idealist.org JournalismNext.com</p>	<p>Campbell & Company</p>

		KUOW All Staff email KUOW.org LinkedIn NABJ NAHJ Think Public Media Twitter University of Washington website /UW Hires	
Director of Finance Date filled: 07/19/2023	62 / 8	CPB Jobline Facebook Greater Public Handshake Idealist.org Indeed.com (1) Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (1) PMBA Think Public Media (1) Twitter University of Washington website /UW Hires (4)	Internal candidate

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Applications during the Reporting Period: 810
 Total Number of Persons Interviewed during the Reporting Period: 162

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Consultant / recruiter referral	35
University of Washington website /UW Hires	31

Word of mouth/Employee referral	14
Internal candidate	10
KUOW.org	9
LinkedIn	5
Indeed.com	3
KUOW.org	3
Indeed.com	2
Current / publicmediajobs.org	1
Journalism Jobs	1

RECRUITING SOURCES USED

On our website (kuow.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 that request.

Referral Source	Contact	Contact Information
AFP Advancement NW		https://afpadvancementnw.org/ 360.734.3166 office@afpadvancementnw.org
Air Media		https://airmedia.org/ 617.825.4400
AllDiversity.com		https://alldiversity.com/ 973.992.7311
* Annex Theater	Stephen McCandless	206.728.0933 Stephen.mccandless@annextheatre.org
Asian American Journalists Association		http://www.aaja.org 415.346.2051
Association for Women in Communications		https://womcom.org/ 417.409.2492
Campbell & Company		https://www.campbellcompany.com/ 877.957.0000
ColorsCareers.com		https://www.colorscares.com/ 206.683.6550
Corporation for Public Broadcasting (CPB) Jobline		www.cpb.org/jobline 202.879.9600

		jobline@cpb.org
Current Public Media Jobs		https://jobs.current.org/ 202.885.6412
Disabilityconnect.com		https://disabilityconnect.com/ 973.992.7311
Diversity Employers (Diversity Recruitment Partners)		www.diversityemployers.com 281.265.2472 pres@diversityemployers.com
Education Writers Association		https://ewa.org/ 202.452.9830
* Evergreen State College		360.867.6000 seo@evergreen.edu jobline@evergreen.edu
Facebook		www.facebook.com/kuowpublicradio/
Greater Public		https://www.greaterpublic.org/jobs/ 800.454.2314
Handshake		https://joinhandshake.com/
Idealist		https://www.idealists.org support@idealists.org
Indeed		www.indeed.com
Journalism Jobs		www.journalismjobs.com 510.653.1521
Journalism Next		https://www.journalismnext.com/ 703.629.0178
* KAOS – Olympia Community Radio	Ruth Brownstein	360.867.6888 brownst@evergreen.edu
* KBCS 91.3		425.564.2427 office@kbcfs.fm
* KEXP 90.3	Michelle Myers	206.520.5800 michelem@kexp.org
KUOW website		https://kuow.org/careers 206.543.2710
KUOW All Staff email		internal all KUOW staff email
KUOW #allstaff Slack channel		Internal all KUOW staff Slack channel
LinkedIn		www.linkedin.com/company/kuow-public-radio
*LDS Church – Bellevue Washington South Stake	Steve Olson	stevengolson@gmail.com

National Association of Black Journalists (NABJ)		www.nabj.org 301.405.0248
National Association of Hispanic Journalists		www.nahj.org
Native American Journalists Association		www.naja.com
Public Media Journalists Association (PMJA)		https://www.pmja.org/
*Seattle Central College	Lisa Sandoval	206.934.5575 lisa.sandoval@seattlecolleges.edu
*The Washington Bus		fellowship@washingtonbus.org
Think Public Media		https://www.thinkpublicmedia.org/ 202.513.3365
Twitter		@KUOW
University of Washington (UW) Hires website	Joanie Moran	https://hr.uw.edu/jobs/ 206.543.2544
*UW History Fellows/Undergraduate Advising		histadv@uw.edu
Veterans Connect		https://veteransconnect.com/ 973.992.7311
Washington State Association of Broadcasters (WSBA)		https://wsab.org/ 360.705.0774

PRONG 2 - NOTICE OF FULL-TIME VACANCIES TO REQUESTING ORGANIZATIONS

KUOW has invited organizations and community groups to be notified of all full-time vacancies via annual on-air announcements and a permanent notice posted on the station’s website.

Community Sources Requesting Job Opening Notifications (full contact details in table above):

- Annex Theater
- Evergreen State College
- KAOS – Olympia Community Radio
- KBCS 91.3
- KEXP 90.3
- LDS Church – Bellevue Washington South Stake
- Seattle Central College
- The Washington Bus

- UW History Fellows/Undergraduate Advising

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 Job Fairs

KUOW staff members participated in the following virtual career fairs during the reporting period.

- UW Communication Leadership 2023 Virtual Career Fair on 2/3/2023
- Virtual Public Media Career Fair 3/9/2023

2. KUOW Broadcast

The station aired messages during its daily broadcast about job openings and directed interested persons to the station website during the months of August and September 2022.

3. Establishment of an internship program

RadioActive Youth Media

The RadioActive Youth Media program was established by KUOW to become a place where youth discover public radio journalism and gain the tools they need to make their own stories. RadioActive’s flagship ‘Intro to Journalism’ workshops guide high school age youth with no journalism experience through the process of making professional-quality stories about their lives and communities. In so doing, they build critical communications and media literacy skills as well as self-confidence, curiosity, and leadership.

RadioActive also provides ongoing leadership development for Intro Workshop graduates and typically reaches between 400-800 young people each year through community programming: mobile and pop-up journalism discovery workshops in schools and community centers around the region. Pop-up workshops serve marginalized youth, including incarcerated youth, migrant worker youth and refugees. All RadioActive workshops are offered free of charge, and youth who complete the Intro Workshop and Advanced Producer Workshop are paid for their work. Advanced Producers have opportunities to earn ongoing payments through leadership and production work.

Introduction to Journalism Workshops

- The workshop is open to youth ages 15-18 via a competitive application process. It is currently offered once a year, in the summer.
- Participants learn radio production and journalism skills, and produce original content for kuow.org and 94.9 FM.

- In summer 2023 the workshop met for a total of 4 ½ weeks in a combination of online and in-person workshops, with two additional online prep meetings and supplemental at-home work and optional drop-in meetings. Equipment and materials were provided. Participants earned \$1000 for successfully completing the workshop.

Advanced Producer Programming

- Advanced Producers are youth who have graduated from a RadioActive Introduction to Journalism workshop. There is no upper limit to the age of these participants.
- During the reporting time period RadioActive held two extended Advanced Producers workshops: a podcasting production workshop for 6 students from October-December 2022, and a feature story production workshop for 11 students from January-May 2023. These workshops met both in-person and online, several times a month. Participants applied to be a part of the workshops, and were paid for successfully completing the program.
- In spring 2023 RadioActive also supported three students to produce feature radio stories through an independent study project. Youth were paid for their work, and all three stories aired on KUOW 94.9 FM.
- Additional paid production opportunities are made available to Advanced Producers by application throughout the year. During the reporting period these included hosting and producing two on-air showcases for 94.9 FM, collecting interviews for 94.9 FM and KUOW podcasts, and co-reporting stories for kuow.org and 94.9 FM with KUOW journalists.
- Advanced Producers are also paid to lead outreach events and mobile workshops; to mentor students in Intro to Journalism workshops; and to support strategic planning, decision-making, and hiring processes at RadioActive.
- Additional unpaid learning opportunities are open to Advanced Producers throughout the year, including speakers and job shadows.

During the reporting period RadioActive held one Introduction to Journalism workshop and two Advanced Producer workshops, provided eight additional paid production opportunities and two additional unpaid learning opportunities.

Session	Students	Dates	Location	Curriculum
Advanced Producer Workshop Fall 2022	6	October-December 2022	Hybrid (online + KUOW)	Advanced skill building in podcast production. Production of podcast episodes for kuow.org.
Advanced Producer Workshop Spring 2023	11	January-May 2023	Hybrid (online + KUOW)	Advanced skill building in feature news reporting. Production of feature stories for KUOW 94.9 FM.
Intro to Journalism Summer 2023	18	June-August 2023	Hybrid (online + KUOW)	Intro to journalism, media representation and journalism ethics, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air. Production of spots, feature stories, and podcast episodes.
Paid production opportunities for Advanced Producers	19	Year-round	Hybrid (online + KUOW)	Hosting and producing an on-air showcase, collecting recorded interviews, voicing on-air promos, co-reporting stories with KUOW journalists, producing podcast and feature stories.
Unpaid learning opportunities for Advanced Producers	4	Year-round	Hybrid (online + remote)	Job shadows.

Mobile and Pop-up Workshops

The RadioActive team offers skill-building workshops on interviewing, writing for radio, media literacy, and storytelling. These workshops are offered in schools and community centers throughout the year (the individual workshops are captured in the “events or programs relating to career opportunities sponsored by educational institutions” list below).

Pop-up workshops are story production workshops for under-served communities that last from one day to several weeks. During the reporting period KUOW offered one pop-up workshop:

- **Lincoln High School – February 2023 – 127 youth**

RadioActive offered a workshop every Tuesday in the month of February, covering storytelling, interviewing, voicing and listening for 5 separate classes of students at Lincoln High School in Tacoma.

4. Participation in events or programs relating to career opportunities sponsored by educational institutions

Date	Organization	Description	Staff	# Participants
10/7/2022	WJEA: J Day Journalism Day	2 session storytelling workshops for youth who participated in WJEA: Journalism Day	RadioActive Staff	35
10/12/2022	FIUTS	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	17
11/9/2022	FIUTS	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	22
11/18/2022	MAPS Youth Career Night	Career tabling and presentation for Muslim Students in the biggest Mosque in Washington State	RadioActive Staff	
12/14/2022	Kentridge High School College and Career Fair	Career and tabling event for students at Kentridge High school	RadioActive Staff	
1/14/2023	Seattle’s 40th annual Martin Luther King, Jr. Day Commemoration	Facilitation of our Media Literacy Workshop in webinar-format.	RadioActive Staff	35
1/16/2023	Seattle’s 40th annual Martin Luther King, Jr. Day Commemoration	Facilitation of our Storytelling Workshop in-person at Garfield High School for MLK Day.	RadioActive Staff	40
1/23/2023	The Bush School (Storytelling)	Multiple workshops for 15 students at The Bush school.	RadioActive Staff	15

1/27/2023	The Bush School (Tour +Workshop)	Field trip/Tour of KUOW and RAdioActive studios for 15 students at The Bush School. We also ran a listening Workshop for inspiration and encouragement of their own podcast.	RadioActive Staff	15
2/7/2023	Lincoln High School, Tacoma (Storytelling, Voicing, Interviewing and Listening)	Pop-Up workshop every Tuesday in the month of February, covering Storytelling, Interviewing, Voicing and Listening for Students at Lincoln High School in Tacoma	RadioActive Staff	127
2/14/2023	Lincoln High School, Tacoma (Storytelling, Voicing, Interviewing and Listening)	Pop-Up workshop every Tuesday in the month of February, covering Storytelling, Interviewing, Voicing and Listening for Students at Lincoln High School in Tacoma	RadioActive Staff	
2/21/2023	Lincoln High School, Tacoma (Storytelling, Voicing, Interviewing and Listening)	Pop-Up workshop every Tuesday in the month of February, covering Storytelling, Interviewing, Voicing and Listening for Students at Lincoln High School in Tacoma	RadioActive Staff	
2/23/2023	College and Career fair Tye High School	Career tabling and presentation for students at Tye High School	RadioActive Staff	
2/28/2023	Lincoln High School, Tacoma (Storytelling, Voicing, Interviewing and Listening)	Pop-Up workshop every Tuesday in the month of February, covering Storytelling, Interviewing, Voicing and Listening for Students at Lincoln High School in Tacoma	RadioActive Staff	
3/1/2023	Woodinville High School (Storytelling Workshop)	Storytelling workshop on Wednesday and Thursday March 1st and 2nd, for students at Woodinville High School. Workshop was for 3 different Freshmen and Sophomore classes.	RadioActive Staff	28
3/2/2023	Woodinville High School (Storytelling Workshop)	Storytelling workshop on Wednesday and Thursday March 1st and 2nd, for students at Woodinville High School. Workshop was for 3 different Freshmen and Sophomore classes.	RadioActive Staff	29
3/2/2023	Woodinville High School (Storytelling Workshop)	Storytelling workshop on Wednesday and Thursday March 1st and 2nd, for students at Woodinville High School. Workshop was for 3 different Freshmen and Sophomore classes.	RadioActive Staff	29
3/4/2023	WJEA: J-Day Journalism Day	Presentation at Mount Lake Terrace High school for student journalist from the state of Washington	RadioActive Staff	15
3/4/2023	WJEA: J-Day Journalism Day	Career tabling and presentation at Mount Lake Terrace High school for student journalist from the state of Washington	RadioActive Staff	
3/25/2023	Bill and Melinda Gates Foundation Discovery Center Teen Action Fair	Career tabling and presentation at Bill and Melinda Gates Foundation Discovery Center for students from the state of Washington	RadioActive Staff	
3/27/2023	Application help session (Storytelling Workshop and help session)	Storytelling Workshop for students who applied and weren't selected for this year's summer Intro Workshop.	RadioActive Staff	4

3/28/2023	Mount Rainier High School Tabling	Tabling for students at Mount Rainier High School	RadioActive Staff	
3/29/2023	Green River College Future U College and Career Fair	Career tabling at Green River College for career aspiring high school students from the state of Washington	RadioActive Staff	
4/5/2023	Woodinville High School (Media Literacy)	Media Literacy workshop for Woodinville High School. Workshop was for 3 different classes.	RadioActive Staff	76
4/6/2023	Woodinville High School (Media Literacy)	Media Literacy workshop for Woodinville High School. Workshop was for 3 different classes.	RadioActive Staff	75
4/10/2023	Evergreen High School (Storytelling)	Storytelling Workshop for Evergreen High school students	RadioActive Staff	14
4/18/2023	FIUTS (Storytelling)	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	25
4/27/2023	Kent Showare Center Career Fair	Career tabling at Kent Showare Center for career aspiring high school students from the state of Washington	RadioActive Staff	
5/8/2023	Help Session @KUOW (Storytelling)	Storytelling Workshop for students who applied and weren't selected for this year's summer Intro Workshop.	RadioActive Staff	
5/11/2023	Global Visionaries (Storytelling)	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	25
5/15/2023	Edmonds Woodway HS (Writing for Radio)	Two days, from 8:00 am -1:20pm for a total of 75 Edmonds High school youth who participated in Writing for Radio Workshops.	RadioActive Staff	50
5/16/2023	Edmonds Woodway HS (Writing for Radio)	Two days, from 8:00 am -1:20pm for a total of 75 Edmonds High school youth who participated in Writing for Radio Workshops.	RadioActive Staff	25
8/10/2023	Global Visionaries (Storytelling)	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	25
8/16/2023	Global Visionaries (Storytelling)	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	30

Note about participant numbers: If a box is blank, it is because either the event was a tabling event in which hundreds of students stopped by for a short-term interaction, or because it was a pre-recorded virtual event promoted to a large audience. In either case, we do not have an exact participant count for that event.

Total youth served through community workshops during reporting period: *806 youth, taught 21 Mobile workshops, 1 Pop-Up workshop and 8 tabling events.*

Prong 4 - Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KUOW staff are employees of the University of Washington. The University of Washington and KUOW are committed to full and positive compliance with all applicable federal, state and University of Washington laws and policies regarding discrimination on the basis of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status.

KUOW’s Racial Equity Team (RET) is an advisory body to the Office of the President & General Manager and the executive leadership team.

The leadership of the RET identifies best practices, attends conferences and trainings and brings this knowledge back to KUOW leadership.

All staff and board members complete our *Leading with a Racial Equity Lens for Organizational Transformation* training, with more continuous trainings offered throughout the year including sessions on implicit bias, managing for a diverse workplace and cultural competence.

Details of trainings provided in 2021 are listed below:

Date	Description	Participants
10/12/2022	Training on Managing Online Harassment Facilitated by DART	All Staff & PSPR Board
11/2/2022	Bolster Your Digital Safety with PEN Facilitated by America and Freedom of the Press Foundation	All Staff & PSPR Board
12/14/2022	Lunch and Learn Facilitated by Grey Taylor	All Staff & PSPR Board
1/7/2023	DEI Training Facilitated by Grey Taylor	All Staff & PSPR Board
2/21/2023	Black Icons in the PNW” and the Reopening of NAAM Facilitated by Jason Turner	All Staff & PSPR Board
3/21/2023	How RE can combact White dominant norms effect on culture Facilitated by Nathan Baptise and Scott Winn	All Staff & PSPR Board

4/18/2023	What Laughter Tells Us: Asian Americans, Comedy, and Belonging Facilitated by Michelle Liu	All Staff & PSPR Board
5/16/2023	Giving and Receiving Feedback Facilitated by Nathan Baptise and Scott Winn	All Staff & PSPR Board
6/20/2023	Native art Facilitated by Miranda Belarde-Lewis	All Staff & PSPR Board
7/9/2023	Neurodiversity In The Workplace Facilitated by Dr. Hala Annabi	All Staff & PSPR Board
7/24/2023	Managing Up - Color personality workshop Facilitated by Fieta Robinson	New KUOW Employees
9/13/2023	Towards a Culture of Belonging: Transforming White Dominant Culture Through Giving and Receiving Feedback to Strengthen Relationships Facilitated by Nathan Baptise and Scott Winn	PSPR Board
