

## **EEO Public File Report**

This report covers the reporting period: October 1, 2020-September 30, 2021

Stations covered by this report include:

KLBR Bend (Facility ID 89855)  
KLCC Eugene (Facility ID 36522)  
KLCO Newport (Facility ID 36516)  
KLFO Florence (Facility ID 88117)  
KLFR Reedsport (Facility ID 82437)  
KMPQ Roseburg (Facility ID 89864)

### **Contact information:**

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### **Vacancy Information**

There were no full-time positions filled during the reporting period.

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hires</b>	<b>Total Number of Interviewees for Position</b>
0	0	0
<b>Total Number of Persons Interviewed During Reporting Period</b>		
0	n/a	n/a

### **Recruitment Sources**

<b>Source</b>	<b>Number of Interviewees Source Provided During Period</b>	<b>Full-Time Positions for Which Source Was Utilized</b>
n/a	n/a	n/a

## Recruitment and Professional Development Activities

Type of Activity	Description
<p>Internship &amp; Fellowship Programs</p>	<p>KLCC offers internship opportunities within the following departments and/or programs: News, Programming, Marketing/Events, Foundation and Membership</p> <p>Participated in the University of Oregon Snowden Program for Excellence in Journalism. Jen Wright served as a paid KLCC News intern during summer 2021, filing daily reports for broadcast &amp; digital and editing content on a wide array of topics.</p> <p>The KLCC Public Radio Foundation Fellowship program. This full-time paid reporting position is designed for aspiring journalists to hone their skills working in a dynamic public media newsroom. The fellow specializes in topics associated with diversity, including race, access, class differences and culture. Due to difficulties recruiting during the COVID-19 pandemic, reporter Elizabeth Gabriel was extended for a second one-year term as Foundation Fellow.</p> <p>KLCC co-sponsored and reporter Brian Bull served as a professional mentor for the acclaimed Next Generation Radio training program. Due to COVID-19, the program was held virtually during March 2021 and focused on training indigenous journalists, in collaboration with the Native American Journalists Association. Three of the emerging journalists mentored were from Oregon.</p> <p>KLCC reporter Elizabeth Gabriel served as a mentor for the National Association of Black Journalists' Multimedia Short Course, which provides hands-on experience and practical guidance on what it takes to be successful multimedia journalists, March 2021.</p>
<p>Scholarship Programs</p>	<p>Participated in Eugene Area Radio Stations (EARS) scholarship program. Applicants must be a resident of Benton, Coos, Deschutes, Douglas, Lane, Lincoln or Linn Counties in Oregon, pursuing a degree in broadcast journalism, management, production or other broadcast-related major at least half time. Minimum 2.5 GPA required. Three scholarships were awarded, totalling \$7,000.</p>
<p>Employee Training Programs for Personal and Professional Development</p>	<p>As a unit of Lane Community College, employees have access to a comprehensive program of professional development activities, in addition to tuition waivers for college courses.</p> <p>Participated in "Host Con" training for newsmagazine hosts, November 2020 and Newscaster Tips May 15, 2021.</p> <p>KLCC's News Director participated in the Institute for Journalism and Natural Resources workshop on Wildfire in the West, April 22-23, 2021.</p> <p>KLCC's General Manager participated in "Equity Lens Toolkit" training offered by Lane Community College Office of Equity and Inclusion, May 28, 2021, to ensure an inclusive workplace and recruitment process.</p>

	<p>KLCC’s General Manager attended the GM DEI Conversation, with inclusion strategist Amber Cabral, presented by the Corporation for Public Broadcasting, December 16, 2020.</p> <p>KLCC employees have access to multiple “webinars” through its membership in Greater Public. Participation included: Building an Audience Centered Culture June 30 &amp; Jul 1, 2021 , Bringing Equity and Inclusion to Your Donor Interactions, April 14, 2021, Audience Diversity Research, . Apr 9, 2021 and Understanding Bias in Fundraising, Jan 26, 2021 .</p> <p>KLCC employees have access to LinkedIn Learning. Topics include virtual leadership, home &amp; work life balance and dealing with grief, loss and change.</p> <p>KLCC employees have access to Cultural Competency Professional Development time for training on topics including Foundations of Equity and Gender Identities.</p> <p>KLCC employees have access to a large library of SafeColleges training modules on topics such as Sexual Harassment Prevention, COVID-19 safety and diversity, equity and inclusion.</p>
<p>Participation in Job Banks and Career Fairs</p>	<p>KLCC was represented by Eugene Area Radio Stations at the University of Oregon Arts &amp; Media Connect event, May 24, 2021. The virtual event allows interested students to ask questions about the skills and knowledge needed for a successful career in broadcasting.</p>
<p>Workshops and Conventions</p>	<p>All KLCC employees and interns received access to sessions of the 2021 Public Radio Development and Marketing Conference, July 13-22 2021. The event featured networking and professional development opportunities, including: diversity and inclusion strategies, overcoming professional roadblocks and a celebration of pioneering women in broadcasting.</p>
<p>Networking, Recruitment and Continuing Education</p>	<p>KLCC reporter Brian Bull provided professional mentorship to students of Professor Torsten Kjellstrand at the University of Oregon School of Journalism, evaluating story pitches related to 2020 wildfires and native American forest management.</p> <p>KLCC reporter Brian Bull consulted with Portland’s Street Roots newspaper regarding supporting the work of BiPOC journalists and his participation in the Next Generation Journalism Project.</p>
<p>Other Activities and Affiliations</p>	<p>KLCC produced a virtual forum on racism in Oregon education, October 1, 2020. The discussion included a panel of educators and parents representing the experiences of BiPOC students.</p> <p>KLCC staff members are active participants in numerous industry and community organizations, providing networking, mentorship, recruiting and professional support. These include:</p> <p>Society of Professional Journalists (Reporter Tiffany Eckert was recognized with 2nd place in the Audio: Health &amp; Science Reporting category, Region 10, 2020.)</p>

	<p>Radio and Television Digital News Association (KLCC News was recognized with a regional award for Overall Excellence. Reporter Brian Bull won Excellence in Writing and Video, Elizabeth Gabriel for Excellence in Sound and Melorie Begay for Excellence in Feature Reporting, Small Market Radio, Region 1, 2021.)</p> <p>Public Media Journalists Association (KLCC was recognized with 2nd place, Audio Engagement Program (The Friday Show) and 2nd place for Writing, Division B.)</p> <p>Native American Journalists Association (KLCC News was recognized for Best Coverage of Native America and Journalist Brian Bull won 1st-3rd place in Feature Reporting, 2021.)</p> <p>National Association of Black Journalists</p> <p>National Association of Hispanic Journalists</p> <p>Public Radio Program Directors Association</p> <p>Public Radio Development Organization</p> <p>Northwest News Network</p> <p>Western States Public Radio (KLCC General Manager Jim Rondeau serves on the organization's board of directors.)</p> <p>City Club of Eugene</p> <p>Rotary International</p> <p>Eugene Downtown Business Association</p>
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