

FCC EEO Program Report  
Iowa Public Broadcasting Board  
Station KDIN(TV), Des Moines, IA

Narrative Statement

Iowa Public Broadcasting Board (Iowa PBS), licensee of noncommercial educational television station KDIN(TV), Des Moines, Iowa, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program, including the recruitment of full-time job vacancies and its completion of supplemental employment initiatives and activities.

As full-time openings occur, Iowa PBS utilizes various recruitment sources to widely disseminate vacancy information and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as the Iowa PBS website, internal staff postings, the Iowa Department of Administrative Services, Career websites (such as Indeed, Monster, Careerbuilder), LinkedIn, Social Media (such as Facebook, Twitter), and Home Base Iowa.

Additionally, Iowa PBS has completed various non-vacancy-specific outreach activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: participation in job fairs by station personnel with responsibility for hiring decisions; establishment of an internship program; participation in job banks; training programs to enable station personnel to acquire skills for advancement; training for management level personnel on EEO and anti-discrimination; and other programs such as mentorships and job shadowing.

As an equal opportunity/affirmative action employer, it is the stated policy of Iowa PBS to not discriminate on the basis of race, color, age, religion, national origin, sexual orientation, sex, marital status, disability, or status as a U.S. Vietnam Era Veteran.

In sum, Iowa PBS has achieved broad outreach on employment matters in the past two years through its recruitment procedures for open positions, its completion of supplemental outreach activities, and its adherence to its general EEO policies.