



**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)

[illegible]

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
SW Washington Reporter/Producer  1/30/2020	8	<p>OPB Website</p> <p>OPB All Staff email</p> <p>OPB Staff Lounge hard copy post</p> <p>OPB Twitter #mediadiversity #thinkpublicmedia</p> <p>OPB LinkedIn</p> <p>LinkedIn groups: Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, OPB Alumni, Public Radio</p> <p>Local Organizations</p> <p>Craigslist Portland</p> <p>Mac's List</p> <p>Nonprofit Association of Oregon</p> <p>Urban League of Portland</p> <p>Mt. Hood Community College (MHCC)</p> <p>Corporation for Public Broadcasting (CPB)</p> <p>University of Oregon (U of O)</p> <p>Hispanic Metro Chamber</p> <p>Portland State University (PSU)</p> <p>WorkSource Oregon</p> <p>Partners in Diversity</p> <p>National Education Telecommunications Association (NETA)</p> <p>Greater Public</p> <p>Journalism Jobs</p> <p>Society of Professional Journalists (SPJ)</p> <p>National Association of Hispanic Journalists (NAHJ)</p> <p>Latino Public Radio Consortium</p> <p>Asian American Journalists Association (AAJA)</p> <p>Native American Journalists Association (NAJA)</p> <p>National Association of Black Journalists (NABJ)</p> <p>Pacific Islanders in Communications</p> <p>Poynter</p> <p>Journalism Next</p> <p>Online News Association (ONA)</p> <p>Media Bistro</p> <p>University of Southern California Annenberg School for Communications &amp; Journalism</p> <p>University of California Berkeley</p> <p>University of California Berkeley Graduate School of Journalism</p> <p>Knight Digital Media Center (University of California Berkeley)</p> <p>Knight Digital Media Center (University of Southern California Annenberg)</p> <p>Indiana University School of Journalism</p> <p>Bennett College</p> <p>Columbia University</p> <p>The Journalism School at Columbia University</p> <p>Medill Northwestern University</p> <p>Emerson College</p> <p>University of Wisconsin-Madison</p> <p>New Media Innovation Lab at Arizona State University</p> <p>Walter Cronkite School of Journalism and Mass Communication</p> <p>University of Oregon School of Journalism and Communication</p> <p>City University of New York (CUNY aka CCNY)</p> <p>University of Missouri Journalism School</p> <p>LinkedIn (OPB employee accounts)</p> <p>Twitter (OPB employee accounts)</p> <p>Facebook Journalists of Color in Public Media group (OPB employee accounts)</p> <p>Notified by current OPB employee</p>	<p>1</p> <p>1</p> <p>1</p> <p>5</p>	Notified by current OPB employee

FULL TIME VACANCIES: (all full-time vacancies are located in Portland, OR unless noted)

[illegible]

FULL TIME VACANCIES: (all full-time vacancies are located in Portland, OR unless noted)

[illegible]

FULL TIME VACANCIES: (all full-time vacancies are located in Portland, OR unless noted)

[illegible]

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	

<b>Recruitment Sources</b>	<b>Total # Interviewed by Recruitment Source</b>	<b>Total # Hired by Recruitment Source</b>
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
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	

<b>Total interviewed</b>	<b>50</b>	
<b>Total Hired</b>		<b>7</b>



## RESOURCE AGENCIES

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

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On our website ([opb.org/careers](http://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
National Education Telecommunication Association (NETA)	Maryanne Schuessler	<a href="https://www.netaonline.org/Contact-Us">https://www.netaonline.org/Contact-Us</a>
Native American Journalists Association (NAJA)		<a href="https://najanewsroom.com/purchase-a-listing/">https://najanewsroom.com/purchase-a-listing/</a>
Networks and Systems Professional Association (NaSPA)		<a href="https://careers.naspa.com/">https://careers.naspa.com/</a>
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication	Mike Wong	<a href="mailto:mike.wong@asu.edu">mike.wong@asu.edu</a>
Nonprofit Association of Oregon		<a href="http://nonprofitoregon.org/jobs">http://nonprofitoregon.org/jobs</a>
Northwest Human Resource Management Association (NHRMA)		<a href="https://careers.nhrma.shrm.org/">https://careers.nhrma.shrm.org/</a>
<b>*OACO (Oregon Advocacy Commission Office)</b>		<a href="mailto:OACO.mail@das.state.or.us">OACO.mail@das.state.or.us</a>
Online News Association (ONA)		<a href="https://careers.journalists.org/employers/">https://careers.journalists.org/employers/</a>
OPB Website		<a href="https://www.opb.org/careers/">https://www.opb.org/careers/</a>
<b>*Oregon Commission on Black Affairs</b>	Nancy Kramer	<a href="mailto:OACO.mail@oregon.gov">OACO.mail@oregon.gov</a>
Oregon Institute of Technology (OIT)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Oregon State University (OSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Pacific Islanders in Communications	Maluhia Kaimikaua	<a href="mailto:mkaimikaua@piccom.org">mkaimikaua@piccom.org</a>
Partners in Diversity		<a href="https://www.partnersindiversity.org/jobs/post-a-job.html">https://www.partnersindiversity.org/jobs/post-a-job.html</a>
<b>*Passion Impact, Inc.</b>	Stefan Peierls	<a href="mailto:stefan@passionimpact.org">stefan@passionimpact.org</a>
Portland Community College (PCC)		<a href="https://www.myinterfase.com/pcc/employer/">https://www.myinterfase.com/pcc/employer/</a>
Portland Human Resource Management Association (PHRMA)		<a href="https://portlandhrma-jobs.careerwebsite.com/">https://portlandhrma-jobs.careerwebsite.com/</a>
Portland State University (PSU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Poynter.org		<a href="https://employers.poynter.org/">https://employers.poynter.org/</a>
<b>*PSU School of Business Graduate Students</b>	DeAnne Preston	<a href="mailto:DeAnne.Preston@pdx.edu">DeAnne.Preston@pdx.edu</a>
Public Broadcasting Service (PBS)		<a href="https://mypbs.org/secure/Home.aspx">https://mypbs.org/secure/Home.aspx</a>
Public Radio News Directors Inc. (PRNDI)	Chris Paige Diers	<a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a>
Public Radio Program Directors (PRPD)	Jessica Frantz	<a href="mailto:jfrantz@prpd.org">jfrantz@prpd.org</a>
Society of Environmental Journalists (SEJ)		<a href="https://www.sej.org/job-board">https://www.sej.org/job-board</a>
Society of Human Resource Management (SHRM)		<a href="https://jobs.shrm.org/">https://jobs.shrm.org/</a>
Society of Professional Journalists (SPJ)		<a href="http://jobs.spj.org/employers/">http://jobs.spj.org/employers/</a>
Technology Association of Oregon		<a href="http://www.techoregon.org/oregon-tech-jobs">http://www.techoregon.org/oregon-tech-jobs</a>
The Journalism School at Columbia University		<a href="https://journalism-columbia-csm.symplicity.com/employers/">https://journalism-columbia-csm.symplicity.com/employers/</a>
Think Public Media		<a href="http://www.thinkpublicmedia.org/view-career-opportunities#opb">http://www.thinkpublicmedia.org/view-career-opportunities#opb</a>
<b>*TVW, Inc.</b>	Christie Theeler	<a href="mailto:ctheeler@tvwinc.org">ctheeler@tvwinc.org</a>
Twitter @OPB		<a href="https://twitter.com/OPB">https://twitter.com/OPB</a> , #mediadiversity, #thinkpublicmedia and employee accounts
University of California (UC) Berkeley		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of California (UC) Berkeley Graduate School of Journalism		<a href="https://journalism.berkeley.edu/career/add-job/">https://journalism.berkeley.edu/career/add-job/</a>
University of Missouri Journalism School		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Oregon (U of O)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Oregon (U of O) School of Journalism and Communication		<a href="https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7">https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7</a>
University of Portland (U of P)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Southern California (USC) Annenberg School for Communications & Journalism		<a href="https://annenberg-usc-csm.symplicity.com/employers/">https://annenberg-usc-csm.symplicity.com/employers/</a>
University of Wisconsin-Madison		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
University of Wisconsin-Madison Journalism School		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Urban League of Portland		<a href="http://ulpdx.org/posting-welcome/">http://ulpdx.org/posting-welcome/</a>
Washington State University (WSU) Vancouver		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Western Oregon University (WOU)		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
Willamette MBA program		<a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>
<b>*Willamette University</b>		<a href="mailto:mba-jobs@willamette.edu">mba-jobs@willamette.edu</a>
Willamette Valley Development Officers (WVDO) including email to distribution list (aka Nonprofit Professionals Now)	Melanie Shaw	<a href="https://npprofessionals.com/career-center/post-a-job/">https://npprofessionals.com/career-center/post-a-job/</a> , email to Melanie Shaw for distribution list
Women in Technology - National		<a href="https://womenintechology-jobs.careerwebsite.com/employer/login/?msessid=ixBR2">https://womenintechology-jobs.careerwebsite.com/employer/login/?msessid=ixBR2</a>
Women in Technology - Portland		<a href="https://jobs.pdxwit.org/post-a-job/">https://jobs.pdxwit.org/post-a-job/</a>
WorkSource Oregon		<a href="https://empportal.emp.state.or.us/mprod_imsco_dad!pkq_general.pro_c_navigate">https://empportal.emp.state.or.us/mprod_imsco_dad!pkq_general.pro_c_navigate</a>
Young Nonprofit Professionals Association (YNPN Portland)		<a href="https://www.linkedin.com/groups/4926246/">https://www.linkedin.com/groups/4926246/</a>

## **LOCAL AFFIRMATIVE ACTION:**

Affiliated Tribes of Northwest Indians  
Regional Office  
6636 NE Sandy Blvd.  
Portland, Oregon 97213-1443  
Phone: (503) 249-5770  
<http://www.atnitribes.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](mailto: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](mailto: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](mailto:ctheeler@tvwinc.org)  
<https://tvwinc.org/>

Urban League of Portland  
10 N. Russell St.  
Portland, OR 97227  
Phone: (503) 280-2600  
[uljobs@ulpdx.org](mailto: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@aja.org](mailto:national@aja.org)  
<https://www.aja.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](mailto: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](mailto:info@nahjcareers.org)  
<https://nahj.org/>

Native American Journalists Association  
Rebecca Landsberry  
University of Oklahoma  
Norman, OK  
[rebeccalandsberry@naja.com](mailto: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](mailto: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 2<sup>nd</sup> 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 as 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.