

## **EEO Narrative Oregon Public Broadcasting**

Oregon Public Broadcasting (“OPB”) is the licensee of KOAC-TV, Corvallis; KOAB-TV, Bend; KTVR-TV, LaGrande; KEPB-TV, Eugene; KOPB-TV, Portland; KOAC(AM), Corvallis; KOPB(AM), Eugene; KETP(FM), Enterprise; KHRV(FM), Hood River; KOAB-FM, Bend; KOAC-FM, Astoria; KOAP(FM), Lakeview; KOBK(FM), Baker City; KOBN(FM), Burns; KOGL(FM), Gleneden Beach; KOJD(FM), John Day; KOPB-FM, Portland, KOTD(FM), The Dalles; KRBM(FM), Pendleton; KTMK(FM), Tillamook; and KTVR-FM, La Grande. OPB 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.

OPB is committed to building a diverse and inclusive workplace and strongly encourages members of traditionally underrepresented communities to apply for job openings. OPB achieves broad and inclusive outreach by recruiting for vacancies from a wide variety of sources and through its community outreach. OPB uses an extensive number of sources for recruitment including the following: Mount Hood Community College, Urban League of Portland, Portland State University, WorkSource Oregon, Native American Journalists Association, Partners in Diversity, Women in Technology, Clackamas Community College, internal referrals, all-staff emails, the stations’ website, and OPB’s social media accounts. OPB lists each upper-level opening in several job banks and/or newsletters of media trade groups with a broad-based membership that includes participation of women and minorities.

Each year, OPB staff join NPR and two dozen national public media organizations to participate in the Think Public Media virtual conventions and job fairs. The fairs include journalists from the National Association of Black Journalists and the National Association of Hispanic Journalists, as well as the Asian American Journalists Association.

OPB runs a robust paid fellowship program, with several different types of fellows. Some fellows have the opportunity to gain hands-on experience reporting, producing, creating video content and working with the digital team. OPB also hosts legal fellows studying media law. Legal fellows work with OPB’s in-house counsel to learn about media law, journalism, Freedom of Information requests, FCC compliance, and broadcast spectrum.

The stations are particularly focused on diversity, equity, and inclusion. OPB’s board of directors has participated in educational sessions on the topics, and all OPB supervisors have participated in a culturally responsive supervision series. Additionally, each hiring panel receives bias awareness training. Finally, all OPB staff complete an annual harassment prevention training program.