

Ozarks Public Broadcasting EEO Narrative Statement

Ozarks Public Broadcasting is comprised of KSMU Radio Network and Ozarks Public Television, and its stations KSMU(FM) and KOZK(TV) in Springfield, Missouri are licensed to the Board of Governors of Missouri State University. The University and stations have a comprehensive Equal Employment Opportunity program designed to ensure compliant and effective recruitment and retention of talent and through which the stations achieved broad and inclusive outreach during the past two years.

As outlined in the stations' EEO Public File Reports, the stations utilize a robust recruitment network to ensure applicant pools for vacancies are qualified and diverse. An expansive list of recruitment sources is managed by the University's Human Resources department, and is utilized for each station vacancy. The current version of that list is included in each annual EEO Public File Report. Additionally, the station utilizes industry groups – including groups with the specific mission of connecting historically underrepresented jobseekers with positions in media – to attract qualified applicants outside of the market and outside of the stations' established networks.

In addition to vigorous recruitment for job openings, the organization endeavors to continuously grow its recruitment network. We do this through sustained participation in workforce development programs at local educational institutions, as well as station programs and events. Examples of these activities include career panels, job fairs, mock interview programs, as well as the stations' internship program, volunteer program, and career events.

The stations' EEO programs and efforts are evaluated on an ongoing basis to ensure compliance and efficacy. While the stations' General Manager has overall responsibility for EEO matters, many station staff are involved with both the execution of EEO activities and the review of their efficacy. Refinements are made as needed to ensure the organization is well-positioned to attract and retain the most qualified and diverse talent possible.

As a unit of Missouri State University, the stations adhere to the nondiscrimination policies established by the Board of Governors of Missouri State University. These comprehensive policies ensure equity in recruitment, hiring, and employment. Complete policies can be found at https://www.missouristate.edu/Policy/G7_02_2_UniversityPolicies.htm#Section2.1.

Station management takes seriously the responsibility to ensure equity across station efforts to recruit, hire, and retain diverse talent. Members of upper management are trained annually in the compliance requirements for searches, including the regulations of the Federal Communications Commission (FCC), Corporation for Public Broadcasting (CPB) and Missouri State University. Additionally, station management provides oversight of all searches, as well as EEO outreach activities. Annual EEO Public File Reports, which report EEO activities and efforts to our community, are prepared by station management.

As a result of all of these above-referenced practices and policies, the stations have been able to achieve broad outreach on employment matters in recent years.