

## **EEO Narrative Oregon Public Broadcasting**

Oregon Public Broadcasting (“OPB”) is the licensee of 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, KTVR-FM, La Grande; KOAC-TV, Corvallis; KOAB-TV, Bend; KTVR-TV, LaGrande; KEPB-TV, Eugene; and KOPB-TV, Portland. 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 achieves broad and inclusive outreach by recruiting for vacancies from a wide variety of sources and through its community outreach. Among the extensive number of sources OPB uses for recruitment for vacancies include: Mount Hood Community College, Urban League of Portland, Portland State University, WorkSource Oregon, Native American Journalists Association, Partners in Diversity, PDX 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 a job bank or newsletter of a media trade group 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. OPB also participates in the Asian American Journalists Association’s events, as well as other virtual career fairs to provide information to participants on careers in broadcasting and opportunities at the stations.

OPB runs a robust paid internship program, with several different types of interns and fellows. Some interns have the opportunity to gain hands-on experience reporting, producing, creating video content and working with the digital team. The stations also host legal interns studying media law. Legal interns work with OPB’s in-house counsel to learn about media law, journalism, Freedom of Information requests, FCC compliance, and broadcast spectrum. The stations also host several journalism internships, including the Internship for Emerging Journalists, where interns from traditionally underrepresented groups in public media to gain hands-on, paid experience working on OPB’s daily news talk show; and the Charles Snowden Program for Excellence in Journalism, where students receive professional training from college professors and media organizations on community journalism.

The stations are particularly focused on diversity, equity, and inclusion. OPB’s board of directors participate in educational sessions on the topics, the station’s management are involved in culturally responsive supervision training, each hiring panel receives bias awareness training, the stations’ HR department provides resources to all staff to reiterate OPB’s commitment to ensuring equal employment opportunity, and all station staff complete the CPB’s Harassment Prevention training.