

KPAX-KAJJ Narrative

KPAX-KAJJ is an equal opportunity employer dedicated to a broad outreach in recruitment efforts for broadcast job opportunities. This narrative describes some of the efforts that make the station's recruitment successful.

Over the last two years, KPAX-KAJJ has, as a part of building our focus on our diversity pillars, provided virtual classroom training for all station employees, including management, for unconscious bias, equity, and inclusion training. In addition, the parent company, Scripps Broadcasting, has an education reimbursement program designed to reimburse employees who are going to school and pursuing a degree within their field that would allow them to acquire skills that will allow them to qualify for higher level positions and to advance their career(s) within the company.

Station news management and reporters regularly visit local colleges and high schools as guest speakers and panelists to discuss employment in broadcasting and related topics. In addition, station personnel participated in a job fair sponsored by the University of Montana.

In order to foster diverse outreach to the community, job postings are shared with The Rainbow Center, an open affirming environment for peoples of all sexual orientations and gender identity expressions, and vacancies are posted in the Center as well as in their monthly newsletter.

Finally, we keep our local community partners, including the Missoula Chamber of Commerce, Salish Kootenai College, and The School of Journalism at The University of Montana, informed of job openings through individual outreach efforts including email and Handshake.