



Diversity, Equity and Inclusion Report for the Corporation for Public Broadcasting

OPB's Commitment to Diversity, Equity and Inclusion

OPB values our listeners, viewers and readers and the unique blend of ideas and attitudes that they bring to Oregon and the northwest. We know it is our responsibility to give voice to our community in all its diversity, and we are wholly committed to doing so.

Further, OPB carries this commitment to our work that is carried on multiple platforms, including radio, television, the Internet, and current/future digital media (such as smartphones). We will focus on creating content that will help people to learn more about the richness of our diverse communities.

We define diversity as the variety of differences and similarities among people, such as gender, race, ethnicity, tribe, age, religion, language, nationality, disability, sexual orientation, work style, work experience, job role and function, thinking style, personality type, socio-economic status, etc.

OPB's Board of Directors' bylaws continue OPB's commitment to diversity by seeking "...to nominate persons with diverse needs and interests within the company's service area." OPB's Community Advisory Board's bylaws reinforce this with "...members shall represent the diverse needs and interests of the Corporation's service area."

We also comply with the FCC EEO guidelines. The report reflecting our sources for recruitment efforts, job postings, , etc., can be found [here](#).

Organizational Information

OPB's workforce has a wealth of diversity in race, ethnicity, nationality, gender, sexual orientation, age, ability, socio-economic status, etc. In 2017, we had 153 regular status employees, in 2018 our numbers grew to 168, in 2019 we had 175 staff and currently

we have 174 employees. According to the definitions of the Equal Employment Opportunity Commission, for 2017, 14% of OPB's staff identified as Black, Indigenous, or People of Color (BIPOC) and 51% identified as female. In 2018, 17% of our staff identified as BIPOC and 50% as female. In 2019, 17% of our staff identify as BIPOC and 53% as female. In 2020, 19.43% of our staff identify as BIPOC and 54% as female.

In 2018, 15% of our board identified as BIPOC and 46% identified as female. In 2019, 15% of our board identified as BIPOC and 50% identified as female. In 2020, 23% of our board identifies as BIPOC and 48% as female.

OPB's Equity Work

OPB is in our second year of our partnership with the [Center for Equity and Inclusion](#) to more intentionally focus on equity and inclusion. In this past year, we completed a cultural assessment and OPB's equity team (E-Team) rolled that out to staff with facilitated debrief sessions. We engaged our staff in equity training and continued to involve our senior executives, the E-team and board of directors in ongoing training. We have begun the work to support affinity groups, raise up facilitators, and add/replace E-team members. We ended all unpaid internships at OPB and only offer paid internships. The E-Team communicated regularly with the staff providing updates on their work and providing ongoing learning opportunities. The E-Team also built a resource of awareness and skill building tools accessible to staff.

In addition to implementing our affinity groups and creating the process to add/replace E-Team members, this next year we will be turning our focus to our managers to provide them with more intentional training about supervising across difference. We also will be focusing on stabilizing the new systems we are putting into place. For example, we are working to answer questions like: how will we ensure new hires have equity training, what's our process for staff engagement to update policies through an equity filter, how will we update our performance review process to hold our staff accountable to our equity work, etc.

We will also pull the pieces of our equity plan together. Our equity plan will include the most current version equity statement, the most current version of our land acknowledgement, our E-team charter, OPB's equity filter, and our much more detailed plan about how we move our work forward. Our equity statement has been drafted and the board has provided input. The next step is to seek input from staff and from the communities we serve. OPB's equity statement will replace our existing statement of Commitment to Diversity, Equity and Inclusion (shared at the beginning of this report). Our land acknowledgment has been drafted and we are seeking input from the native communities of our region. Our Equity Team charter is in process of being reviewed by the E-team and we will work on our OPB equity filter early in 2021. Our more detailed

plan will also include manageable methodology for conducting ongoing source audits and will build clearly measurable goals and accountability at all levels of the organization.

Recruiting and Internships

OPB's commitment and efforts relating to diversity, equity and inclusion include participating in targeted job fairs and providing meaningful professional-level internship programs which create career pathways for traditionally underrepresented individuals.

As part of our recruiting outreach efforts, job opportunities are sent or posted to many local, regional, and national organizations including, but not limited to: Oregon Advocacy Commission, Hispanic Metro Chamber of Commerce, Affiliated Tribes of Northwest Indians, Klamath Tribes Newsletter, Asian Health & Services Center, Urban League of Portland, Partners in Diversity, Women in Technology – Portland, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists, Native American Journalists Association, Pacific Islanders in Communications, Latino Public Radio Consortium, Blacks in Technology, Women in Technology (National and Regional), and Latinos in Information Science and Technology Association. More information about our employment recruitment sources and efforts can be found in our [annual FCC EEO report](#).

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 BIPOC journalists.
- 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.

This year OPB made all of our internships paid educational experiences. Here are our offerings:

- 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, and fellow and mentor will participate in the selection of the next participant.

- OPB also created a new paid internship program for legal interns studying media law. This program provides 2nd 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.