



**OREGON PUBLIC BROADCASTING
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 22, 2020 and ending September 21, 2021

This report lists all full-time vacancies that were filled during the reporting period for KOAC/Corvallis, KOPB/Eugene, KETP/Enterprise, KHRV/Hood River, KOAB-FM/Bend, KOAC-FM/Astoria, KOAP/Lakeview, KOBK/Baker City, KOBN/Burns, KOGL/Gleneden Beach, KOJD/John Day, KOPB-FM/Portland, KOTD/The Dalles, KRBM/Pendleton, KTMK/Tillamook, KTVR-FM/La Grande, KOACTV/Corvallis, KOAB-TV/Bend, KTVR-TV/LaGrande, KEPB-TV/ Eugene, KOPB-TV/Portland. Oregon Public Broadcasting 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, and hires for that station by OPB are also included.

FULL TIME VACANCIES: (all full-time vacancies are located in Portland, OR unless noted)

**OREGON PUBLIC BROADCASTING
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FULL TIME VACANCIES: (all full-time vacancies are located in Portland, OR unless noted)

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<p>Digital Producer (2)</p> <p>10/25/2020</p> <p>11/9/2020</p>	<p>9</p>	<p>OPB Website OPB All Staff email OPB LinkedIn LinkedIn Groups - Asian American Journalists Association, Innovation Journalism, Journalist Jobs, Journalists in Transition, LinkedIn for Journalists, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Online Reporters and Editors, OPB Alumni, UNITY Journalists for Diversity OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication</p>	<p>1</p> <p>1</p> <p>1</p>	<p>OPB All Staff email (1)</p> <p>Glassdoor (1)</p>

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Photo Editor (cont.)		<p>OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro Unniversity of Southern California Annenberg School for Communications & Journalism University of California Berkeley Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site) From a colleague</p>	<p>1 1</p>	
Director of Facilities 11/2/2020	11	<p>OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia</p>	<p>1 1</p>	From an OPB employee

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
<p>Director of Facilities (cont.)</p>		<p>Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public International Facilities Management Association - Oregon & SW Washington Chapter (IFMA) Technology Association of Oregon Oregon State University (OSU) Western Oregon University Washington State University (WSU) LinkedIn (OPB employee accounts) Indeed (aggregate site) Google search From a colleague From an OPB employee</p>	<p>5 1 1 2</p>	
<p>Chief Engineer, Western Region (Corvallis, OR)</p> <p>11/16/2020</p>	<p>4</p>	<p>OPB Website OPB All Staff email</p> <p>Linkedin groups - Broadcast and Broadcast Technology Recruitment, Broadcast Engineering, Radio Network Planning and Optimization, RF Job-Engineers OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Craigslist Corvallis Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Women in Technology Latinos in Information Science and Technology Association (LISTA) Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Engineering Technology Advisory Committee (ETAC)</p>	<p>2</p> <p>2</p>	<p>OPB Website</p>

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
HR Generalist (cont.)		Society of Human Resource Management (SHRM) HR Network NW LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Indeed (aggregate site)	1 4	
Media Operations Specialist 3/1/2021	13	OPB Website OPB All Staff email Linkedin Groups - pdxMindShare OPB LinkedIn OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public HireVeterans PDX Women in Technology Women in Technology Blacks in Technology Technology Association of Oregon Oregon Institute of Technology (OIT) Clackamas Community College Portland Community College (PCC) Clark College LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) Glassdoor (aggregate site) Indeed (aggregate site)	4 1 1 1 6	OPB Website
Digital Planning Editor 4/21/2021	3	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA)	1	OPB All Staff email

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Executive Editor, Arts & Culture (cont.)		Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Journalism Jobs Journalism Next Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Online News Association (ONA) South Asian Journalists Association (SAJA) Media Bistro Current University of Southern California Annenberg School for Communications & Journalism University of California Berkeley University of California Berkeley Graduate School of Journalism Knight Digital Media Center (University of California Berkeley) Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School New York University Film School University of California Los Angeles (UCLA) University of California Los Angeles Film School University of Texas Film School George Washington University George Washington University Film School Stanford University Stanford Film School Oregon Film / The Confluence Production Hub Oregon Media Production Association (OMPA) Women in Film Portland Facebook opbmusic DJ group Facebook Women, Non-binary & Trans Folks of Audio group Facebook Riotrtrs of Journalism group	1	

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Breaking News Editor (cont.)		Knight Digital Media Center (University of Southern California Annenberg) Indiana University School of Journalism Bennett College Columbia University Columbia Journalism School Northwestern University (Medill) Emerson College University of Wisconsin-Madison Journalism School New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication University of Oregon School of Journalism and Communication CUNY (City University of New York aka CCNY) University of Missouri Journalism School Florida Agricultural & Mechanical University Grambling State University Howard University Savannah State University Southern University and A&M College at Baton Rouge North Carolina Agricultural & Technical University Hampton University LinkedIn (OPB employee accounts) Twitter (OPB employee accounts) From an OPB employee Email from a colleague	 1 1	
Political Reporter/Producer 5/10/2021	4	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Journalism Jobs National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA) Native American Journalists Association (NAJA) National Association of Black Journalists (NABJ) Pacific Islanders in Communications Poynter.org Journalism Next South Asian Journalists Association (SAJA) University of Southern California Annenberg School for Communications & Journalism University of California Berkeley	1 1	From an OPB employee

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Senior Systems Administrator (cont.)		From an OPB employee Email from a colleague	1 1	
Member Center Representative 7/1/2021	13	<p>OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Young Nonprofit Professionals Association (Portland) Portland Community College (PCC) Washington State University (WSU) Oregon State University (OSU) University of Portland Southern Oregon University Western Oregon University Reed College Lewis & Clark College LinkedIn (OPB employee accounts) Direct email to colleagues Indeed (aggregate site)</p>	6 2 1 4	OPB Website
Producer, "Think Out Loud@" 8/9/2021	8	<p>OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Portland Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O)</p> <p>Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Journalism Jobs Society of Professional Journalists (SPJ) National Association of Hispanic Journalists (NAHJ) Latino Public Radio Consortium Asian American Journalists Association (AAJA)</p>	2 1 1	From an OPB employee

Job Title	Total # Interviewed for the Position	Recruitment Sources	Total # Referred by Recruitment Source	Recruitment Source that Referred the Person Hired
Digital Producer (cont.)		Facebook Women and non-binary journalists of color group From a colleague From an OPB employee Indeed (aggregate site)	1 3 2	
Maintenance Engineer, Central Region (Bend, OR) 9/13/2021	1	OPB Website OPB All Staff email OPB Twitter #mediadiversity #thinkpublicmedia Local Organizations (see organizations noted with a * in the Resource Agencies section) Craigslist Bend Mac's List Nonprofit Association of Oregon Urban League of Portland Mt. Hood Community College (MHCC) Corporation for Public Broadcasting (CPB) University of Oregon (U of O) Hispanic Metropolitan Chamber of Commerce - Oregon Portland State University (PSU) WorkSource Oregon Partners in Diversity National Educational Telecommunications Association (NETA) Greater Public Women in Technology National Latinos in Information Science and Technology Association (LISTA) Technology Association of Oregon Blacks in Technology Society of Broadcast Engineers (SBE) Networks and Sysytems Professionals Association (NaSPA) Washington State University (WSU) Oregon Institute of Technology (OIT) Oregon State University (OSU) Eastern Oregon University (EQU) Central Oregon Community College Portland Community College (PCC) Bend Oregon Jobs Hire Heroes USA LinkedIn (OPB employee accounts) From a colleague	1	From a colleague

Recruitment Sources	Total # Interviewed by Recruitment Source	Total # Hired by Recruitment Source
Indeed (aggregate site)	36	1
OPB Website	35	9
From an OPB employee	13	4
From a colleague	8	3
Glassdoor (aggregate site)	5	1
Journalism Jobs	5	
Corporation for Public Broadcasting (CPB)	4	
Craigslist Portland	4	1
From a colleague's email	3	1
OPB All Staff email	3	2
OPB Twitter #mediadiversity #thinkpublicmedia	3	
LinkedIn (OPB employee accounts)	2	2
Mac's List	2	
Society of Broadcast Engineers (SBE)	2	
Twitter (OPB employee accounts)	2	
Email from the state bar diversity list-serv	1	
J-school alum job board	1	
Law School Career Advisor	1	
From a connection in the Arts community in Portland	1	1
word-of-mouth from colleagues in the Portland journalism community	1	
Craigslist Bend	1	
Current	1	
Google search	1	
HR Network NW	1	
From an editor at NPR	1	
OPB LinkedIn	1	
Partners in Diversity	1	
PDX Women in Technology	1	
Poynter.org	1	
Slack Journalists of Color channel (OPB employee accounts)	1	
Slack NPR's Next Generation Project channel (OPB employee accounts)	1	1
The Oregonian	1	
The West Coast Media Jobs newsletter	1	
WorkSource Oregon	1	

Total interviewed	146	
Total Hired		26

RESOURCE AGENCIES

On our website (opb.org/careers), we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol * and have been notified of all openings since they made the request.

Source	Contact	Contact Information
*Affiliated Tribes of Northwest Indians		atni@atntribes.org
*AHSC (Asian Health Services Center)		info@ahscpd.org
Arizona State University College of Law		lawcareerservices@asu.edu
Asian American Journalists Association (AAJA)		https://aaja.nationbuilder.com/login
Association of Fundraising Professionals Global		http://jobs.afpnet.org/post.cfm
Association of Fundraising Professionals Oregon & SW Washington		http://afporegon.afpnet.org/Career/jobseedit.cfm
Association of Fundraising Professionals San Francisco		https://www.afpgoldengate.org/post-a-job
Association of Fundraising Professionals Seattle	Rudy	https://afpadvancementnw-jobs.careerwebsite.com_rara@yourmembership.com
Bend Oregon Jobs		https://bendoregonjobs.com/post/
Bennett College	Ebony Kendrick	ekendrick@bennett.edu
Blacks in Technology		https://www.blacksintechology.net/submit-a-job/
Brigham Young University Law School		https://law-byu.12twenty.com/hire
Central Oregon Community College		https://www.cocc.edu/departments/cap/career-services/employer-services.aspx
Chemeketa Community College		https://www.myinterfase.com/chemeketa/employer/
Clark College		https://clark-csm.symplicity.com/employers/index.php?s=home
Columbia Journalism School		https://journalism-columbia-csm.symplicity.com/employers/
Columbia University		https://app.joinhandshake.com/login
Corporation for Public Broadcasting (CPB)		http://www.cpb.org/user
Craigslist Bend		https://bend.craigslist.org/
Craigslist Corvallis		https://corvallis.craigslist.org/
Craigslist Portland		https://portland.craigslist.org/
CUNY (City University of New York aka CCNY)		https://ccny-csm.symplicity.com/employers/index.php?signin_tab=0&js_disabled=0
Current		https://jobs.current.org/
*Dept of Human Services Self Sufficiency section	Heather Martinez	heather.l.martinez@state.or.us
Eastern Oregon University (EOU)		https://app.joinhandshake.com/login
Emerson College		https://app.joinhandshake.com/login
Engineering Technology Advisory Committee (ETAC)		via OPB's VP CEO of Technology Duane Smith
Facebook (OPB)		http://www.facebook.com , http://www.facebook.com/opb , http://www.facebook.com/opbmusic and employee accounts
Florida Agricultural & Mechanical University		https://app.joinhandshake.com/login
George Washington University		https://app.joinhandshake.com/login
George Washington University Film School		harveyf@gwu.edu
GoinHouse		https://www.goinhouse.com/employers/sign_in
Gonzaga University School of Law		https://law-gonzaga.12twenty.com/hire
*Goodwill Industries of the Columbia Willamette	Paul Langdon	plangdon@gicw.org
Grambling State University		https://app.joinhandshake.com/login
Greater Public		http://greaterpublic.org/node/add/job
Hampton University		careercenter@hamptonu.edu
Hire Heroes USA		https://jobs.hireheroesusa.org/employers/sign_in
HireVeterans		http://www.hireveterans.com/add-listing/?listing_type_id=Job
*Hispanic Chamber of Commerce		inevarez@hmccoregon.com
Hispanic Metropolitan Chamber of Commerce - Oregon		https://hmccoregon.com/business/job-board/
Howard University		https://app.joinhandshake.com/login
HR Network NW	Jennifer Johnson	https://hrnetwork-nw.com/
Idealist		https://www.idealists.org/login
Indiana State University		https://app.joinhandshake.com/login
Indiana University School of Journalism	Sarah Cady	scady@indiana.edu
International Facilities Management Association - Oregon & SW Washington Chapter (IFMA)	Fawn Wilson	fawn@aminc.org
Journalism Jobs		https://www.journalismjobs.com/login_employer
Journalism Next		https://www.journalismnext.com/emplogin.cfm
*Klamath Tribal Health	Charlene Hescocok	charlene.hescocok@klm.portland.ihs.gov
*Klamath Tribes Newsletter	Sally Brandt	sally.brandt@klamathtribes.com
Knight Digital Media Center (University of California Berkeley)	Vicki Hammarstedt and Pam Gleason	http://multimedia.journalism.berkeley.edu/ , vhammarstedt@berkeley.edu , pgleason@berkeley.edu
Knight Digital Media Center (University of Southern California Annenberg)	Vikki Porter	vporter@usc.edu

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Source	Contact	Contact Information
*KQED (Northern California Public Broadcasting)	Janelle Hessig	jhessig@kqed.org
Latino Public Radio Consortium	Magaly Rivera and Anahí Lazarte	mag@latinopublicmedia.org , anahi@latinopublicradioconsortium.org
Latinos in Information Science and Technology Association (LISTA)		http://www.listacareercenter.com/recruiters/products
Lewis & Clark College		https://app.joinhandshake.com/login
LinkedIn		https://www.linkedin.com/company/oregon-public-broadcasting/ and employee accounts
LinkedIn Groups - Asian American Journalists Association, Broadcast and Broadcast Technology Recruitment, Broadcast Engineering, Innovation Journalism, Journalist Jobs, Journalists in Transition, LinkedIn for Journalists, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Online Reporters and Editors, OPB Alumni, pdxMindShare, Public Broadcasting Service Alumni, Public Radio, Radio Network Planning and Optimization, RF Job-Engineers, UNITY Journalists for Diversity		
Mac's List		https://jobs.macslist.org/employer-offers
*Mary's Woods Retirement Community at Maryhurst	Linell Nevius	lnevius@maryswoods.com
MediaBistro/Adweek		https://www.mediabistro.com/employer/
Mt. Hood Community College (MHCC)		https://www.collegecentral.com/mhcc/Employer.cfm
National Association of Black Journalists (NABJ)		http://www.nabjcareers.org/add-listing/?listing_type_id=Job
National Association of Hispanic Journalists (NAHJ)		https://www.nahjcareers.org/
National Education Telecommunication Association (NETA)	Maryanne Schuessler	https://www.netaonline.org/Contact-Us
Native American Journalists Association (NAJA)		https://najanewsroom.com/purchase-a-listing/
Networks and Systems Professional Association (NaSPA)		https://careers.naspa.com/
New Media Innovation Lab at Arizona State University Walter Cronkite School of Journalism and Mass Communication	Mike Wong	mike.wong@asu.edu
Non Profit Network		http://www.thenonprofitnetwork.org
Nonprofit Association of Oregon		http://nonprofitoregon.org/jobs
North Carolina Agricultural & Technical University		https://app.joinhandshake.com/login
North Carolina Central University		https://app.joinhandshake.com/login
Northwest Human Resource Management Association (NHRMA)		https://careers.nhrma.shrm.org/
Northwestern University (Medill)		https://app.joinhandshake.com/login
New York University Film School		https://www.collegecentral.com/tisch/Employer.cfm
*OACO (Oregon Advocacy Commission Office)		OACO_mail@das.state.or.us
Online News Association (ONA)		https://careers.journalists.org/employers/
OPB Website		https://www.opb.org/careers/
*Oregon Commission on Black Affairs		OACO_mail@oregon.gov
Oregon Film / The Confluence		nathan@oregonfilm.org
Oregon Institute of Technology (OIT)		https://app.joinhandshake.com/login
Oregon Media Production Association (OMPA)	Anne Schuyler-Moon	anne@ompa.org
Oregon State University (OSU)		https://app.joinhandshake.com/login
Oregon Women Lawyers listserv		via OPB's General Counsel Rebecca Morris
Pacific Islanders in Communications	Maluhia Kaimikaua	mkaimikaua@piccom.org
Partners in Diversity		https://www.partnersindiversity.org/jobs/post-a-job.html
*Passion Impact, Inc.	Stefan Peierls	stefan@passionimpact.org
PDX Women in Technology		https://jobs.pdxwit.org/employers/sign_in
People of Color in Tech		https://www.pocitjobs.com/login
Portland Community College (PCC)		https://www.myinterfase.com/pcc/employer/
Portland Human Resource Management Association (PHRMA)		https://portlandhrma-jobs.careerwebsite.com/
Portland State University (PSU)		https://app.joinhandshake.com/login
*PSU School of Business Graduate Students	DeAnne Preston & Angela Liu	DeAnne.Preston@pdx.edu ; liu28@pdx.edu
Poynter.org		https://employers.poynter.org/
Production Hub		https://www.productionhub.com/jobs/pre-post#post-job

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Source	Contact	Contact Information
Public Broadcasting Service (PBS)		https://mypbs.org/secure/Home.aspx
Reed College		https://app.joinhandshake.com/login
Savannah State University		https://app.joinhandshake.com/login
Seattle University		https://app.joinhandshake.com/login
Seattle University School of Law		https://law-seattle-csm.symplicity.com/employers/index.php?ck=1&au=&ck=&signin_tab=0
Slack channels - JOC in Public Media, Journalists of Color, NPR's Next Generation Project		via OPB employee accounts
Society of Broadcast Engineers (SBE)		via OPB's Director of Engineering Jonathan Newsome
Society of Human Resource Management (SHRM)		https://jobs.shrm.org/
Society of Professional Journalists (SPJ)		http://jobs.spj.org/employers/
South Asian Journalists Association (SAJA)		http://www.saja.org/jobs/AddTopic
Southern Oregon University		https://app.joinhandshake.com/login
Southern University and A&M College at Baton Rouge		https://app.joinhandshake.com/login
Southern University Law Center		https://law-sulc-csm.symplicity.com/employers/?signin_tab=0&signin_tab=0
Stanford University		https://app.joinhandshake.com/login
Stanford Film School		artdepartment@stanford.edu
Technology Association of Oregon		http://www.techoregon.org/oregon-tech-jobs
Texas Southern University		https://app.joinhandshake.com/login
Twitter @OPB		https://twitter.com/OPB , #mediadiversity, #thinkpublicmedia and employee accounts
University of California (UC) Berkeley		https://app.joinhandshake.com/login
University of California (UC) Berkeley Graduate School of Journalism		https://journalism.berkeley.edu/career/add-job/
University of California Los Angeles (UCLA)		https://app.joinhandshake.com/login
University of California Los Angeles Film School		info@tft.ucla.edu
University of Idaho		https://app.joinhandshake.com/login
University of Idaho School of Law		https://law-uidaholaw-csm.symplicity.com/employers/index.php?subtab=localregpost2
University of Missouri Journalism School		https://app.joinhandshake.com/login
University of Oregon (U of O)		https://app.joinhandshake.com/login
University of Oregon (U of O) School of Journalism and Communication		https://oregon.qualtrics.com/jfe/form/SV_a4tEXVZtEIW97H7
University of Portland		https://app.joinhandshake.com/login
University of Southern California (USC) Annenberg School for Communications & Journalism		https://annenberg-usc-csm.symplicity.com/employers/
University of Texas Film School		https://rtf.utexas.edu/about/hiring-students
University of the District of Columbia (UDC)		https://app.joinhandshake.com/login
University of Utah		https://app.joinhandshake.com/login
University of Utah School of Law		https://law-utah.12twenty.com/hire
University of Washington		https://app.joinhandshake.com/login
University of Washington School of Law		https://www.law.uw.edu/careers/for-employers
University of Wisconsin-Madison Journalism School		https://app.joinhandshake.com/login
Urban League of Portland		http://ulpdx.org/posting-welcome/
Washington State University (WSU) Vancouver		https://app.joinhandshake.com/login
Western Oregon University (WOU)		https://app.joinhandshake.com/login
*Willamette University		mba-jobs@willamette.edu
Willamette University College of Law		https://law-willamette.12twenty.com/hire
Women in Film Portland		whatsupwif@wifpdx.org
Women in Technology - National		https://womenintechology-jobs.careerwebsite.com/employer/login/?msessid=ixbR2
Women in Technology - Portland		https://jobs.pdxwit.org/post-a-job/
WorkSource Oregon		https://empportal.emp.state.or.us/mprod_imscood_dad!pkq_general.proc_navigate
Young Nonprofit Professionals Association (YNPN Portland)		https://www.linkedin.com/groups/4926246/

LOCAL AFFIRMATIVE ACTION:

Affiliated Tribes of Northwest Indians
Regional Office
6636 NE Sandy Blvd.
Portland, Oregon 97213-1443
Phone: (503) 249-5770
<http://www.atntribes.org>

Asian Health and Services Center
9035 SE Foster Rd.
Portland, OR 97266
Phone: (503) 872-8822
<https://www.ahscpdx.org/>

Dept. of Human Services Self Sufficiency Section
10305 East Burnside Street
Portland, Oregon 97216
Phone: (503) 988-6400
<https://www.portlandoregon.gov/gatewaycenter/article/304525>

Goodwill Industries of the Columbia Willamette
1943 SE Sixth Avenue
Portland, OR 97214
<https://meetgoodwill.org/>

Hispanic Metropolitan Chamber of Commerce
333 SW 5th Avenue, Suite 100
Portland, OR 97204
Phone: (503) 222-0280
<https://hmccoregon.com/>

Klamath Tribal Health
Laurel Robinson
3949 S. Sixth Street
Klamath Falls, OR 97603-4746
Phone: (541) 882-1487
larobinson@klm.portland.ihs.gov
<http://www.klamathtribalhealth.org/>

Klamath Tribes Newsletter
Sally Brandt
P.O. Box 436
501 Chiloquin Blvd.
Chiloquin, OR 97624
Phone: (800) 524-9787
<http://klamathtribes.org/news/news/>
brandt.sally@klamathtribes.com

Oregon Advocacy Commission Office (OACO)

Nancy Kramer, Executive Assistant
421 SW Oak Street, Suite 770
Portland, OR 97204
Phone: (503) 302-9725
<https://www.oregon.gov/OAC/Pages/index.aspx>
OACO.mail@oregon.gov

Oregon Commission on Black Affairs
Nancy Kramer, Executive Assistant
421 SW Oak Street, Suite 770
Phone (503) 302-9725
<https://www.oregon.gov/ocba/Pages/index.aspx>
oaco.mail@oregon.gov

Partners In Diversity
200 SW Market Street Suite 150
Portland, OR 97201
Phone: (503) 552-6753
<https://www.partnersindiversity.org/>

Urban League of Portland
10 N. Russell St.
Portland, OR 97227
Phone: (503) 280-2600

uljobs@ulpdx.org
<https://ulpdx.org/>

Women in Technology – Portland
<https://www.pdxwit.org/>

NATIONAL AFFIRMATIVE ACTION:

Asian American Journalists Association
5 Third St. Suite 1108
San Francisco, CA 94103
Phone: (415) 346-2051
national@aja.org
<https://www.aja.org/>

Blacks in Technology
<https://www.blackstechnology.net/>

Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004
Phone: (202) 879-9600
<https://www.cpb.org/>

JournalismNext
Phone: (703) 629-0178
info@journalismnext.com
<https://www.journalismnext.com/>

Latino Public Radio Consortium
Magaly Rivera
Phone: (845) 821-0454
<https://latinopublicradioconsortium.org/>

Latinos in Information Science and
Technology Association (LISTA)
5945 Jimmy Carter Blvd.
Norcross GA 30071
Phone: (770) 765-3478
<https://techlatino.org/>

National Association of Black Journalists
3100 Taliaferro Hall
University of Maryland
College Park, MD 20742-7717
<http://www.nabj.org>

National Association of Hispanic Journalists
PO Box 117
Windsor, CA 95492
Phone: (626) 792-3846
info@nahjcareers.org
<https://nahj.org/>

Native American Journalists Association
Rebecca Landsberry
University of Oklahoma
Norman, OK
rebeccalandsberry@naja.com
<https://najanewsroom.com/>

People of Color in Tech
<https://peopleofcolorintech.com/>

Pacific Islanders in Communications
Maluhia Kaimikaua
615 Pi'ikoi Street, Suite 1504
Honolulu, HI 96814
Phone: (808) 591-0059
mkaimikaua@piccom.org
<https://www.piccom.org/>

South Asian Journalists Association (SAJA)
<https://www.saja.org/>

Women in Technology National
200 Little Falls Street, Suite 205
Falls Church, VA 22046
Phone: (703) 349-1044
<https://www.womenintechnology.org/>

Prong 3: Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.

(1) Participation in four job fairs by station personnel with hiring responsibilities.

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 2021 virtual conventions and their associated virtual career fairs:

- The National Association of Black Journalists (NABJ) from August 18-21, 2021
- The National Association of Hispanic Journalists (NAHJ) from July 14-16, 2021
- The Asian American Journalists Association (AAJA) from August 24-28, 2021
- OPB's lead recruiter attended the various conferences and staffed the virtual career fair booth, speaking with attendees throughout the day at each.

(5) Establishment of an internship program designed to develop skills needed for broadcast employment

OPB launched our Roger Cooke Legal fellowship program in 2020. The purpose of the fellowship is to provide a two-year in-house experience to an early career or returning lawyer who has a demonstrated interest in media law. As part of OPB's public service mission, we intend to leverage the short-term nature of this position to provide broad-based in-house training, while also expanding the number of lawyers in Oregon with significant media law experience.

This program complements the Joan Cirillo Emerging Journalist Fellowship which is in its second year. We are welcoming our second year long fellow.

(12) Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities (such a state broadcasters association)

For all of our upper-level openings, we listed them in a job bank or newsletter of a media trade group with a broad-based membership. This year we had two upper-level openings. Each job posting had slightly different places we advertised, noted below:

Director of Facilities - National Educational Telecommunications Association (NETA), Greater Public, International Facilities Management Association - Oregon & SW Washington Chapter (IFMA), and Technology Association of Oregon.

Executive Editor, Arts & Culture – Corporation for Public Broadcasting (CPB), National Educational Telecommunications Association (NETA), Greater Public, Journalism Jobs, Journalism Next, Society of Professional Journalists, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists, Pacific Islanders in Communications, Poynter.org, Online News Association, South Asian Journalists Association, Media Bistro, Oregon Media Production Association, Women in Film

(14) Providing training to management level personnel and governing board as to methods of ensuring equal employment opportunity and preventing discrimination.

- As a part of OPB's equity and inclusion work, and in partnership with the Center for Equity Inclusion, all OPB's supervisors participated in a culturally responsive supervision training series.
- As part of OPB's hiring processes, our Director of People & Culture engages each hiring panel in bias awareness training, focusing on the biases that often happen during hires.
- As part of our annual performance review process, OPB's Director of People & Culture engaged supervisors in bias awareness training, focusing on the biases that often happen during review processes.
- Annually, OPB conducts an educational session for our board of directors regarding one or more facets of OPB's equity work. We continued our focus on OPB's active diversity, equity and inclusion efforts. Part of this work is ongoing training and support of our Senior Leadership Group and our Equity Team.
- OPB staff completed CPB's required updated Harassment Prevention Training by the September 30, 2021 deadline.