



Diversity Statement and Annual Report

For the period of 7/1/22 to 6/30/23

Background

KPBS TV and FM are licensed to the Board of Trustees of The California State University (the CSU) for San Diego State University (SDSU or the University). KQVO FM is licensed to the State of California on behalf of the University. San Diego State University Research Foundation ("SDSURF") is an auxiliary organization of CSU, registered as a not-for-profit California corporation, and provides accounting, grant and administrative support to the Station. As a department of San Diego State University, SDSU and the SDSU Research Foundation manage KPBS personnel acquisition processes.

KPBS receives annual community service grants ("CSG") through the Corporation for Public Broadcasting ("CPB"). Such grants are processed through SDSURF on behalf of SDSU and KPBS.

CPB Diversity Eligibility Annual Certification Requirements

CSG recipients must annually certify they have:

(a) Reviewed and made any necessary revisions to their established diversity goal for their workforce, management and boards, including community advisory boards (if applicable) and governing boards;

(b) Implemented the following policy initiatives:

i. Reviewed with the Station licensee official the diversity goal and any revisions thereto as well as the practices designed to fulfill the station's commitment to diversity and to meet the applicable FCC guidelines

ii. Posted to the Station's website or made available at its office a diversity statement that reflects on the following points (reviewed and updated annually):

- The elements of diversity (e.g., gender, race, culture, religion, language, generation) the Station finds important to its public media work
- The extent to which its staff and governance reflect such diversity
- The progress the Station has made to increase its diversity in the last two

to three years and its diversity plans in the coming year.

(c) Completed one of the following:

- i. Included individuals representing diverse groups in internships or work-study programs
- ii. Included qualified diverse candidates in any slate of individuals considered for positions on elected governing boards that Grantee controls
- iii. Provided diversity training for members of Licensee's governing body or board of directors
- iv. Participated in minority or other diversity job fairs
- v. Provided diversity training for management and appropriate staff

(d) In the area of recruiting, it is noted that Grantees are strongly encouraged to interview at least one qualified diversity candidate for each senior leadership position hire.

Details of Station Compliance

(a) Formal Written Goal of Diversity

KPBS, in conjunction with SDSURF, is committed to fulfilling San Diego State University's Diversity Goals. The full statement on diversity as part of the SDSU Mission and Goals is stated in the University Senate Policy File (see https://senate.sdsu.edu/06_policy-file/2023-08-25_policy-file.pdf) specifically as outlined on Page 70, Section 4.0 of the University Senate Policy. An excerpt of the policy follows:

"Diversity shall be an essential consideration in all university policies and decisions, and shall be guided by the following statements that shall be published in staff and faculty handbooks, in the University Policy File, in the University General Catalog, the Graduate Bulletin, the IVC Bulletin, and linked from the Mission and Goals section on the main University web homepage.

San Diego State University is a community diverse in race, ethnicity, language, culture, social class, national origin, religious and political belief, age, ability, gender, gender identity, and expression, and sexual orientation. As a university committed to learning in all its forms, San Diego State University recognizes the need to attract and retain a critical mass of diverse persons who will advance its goals and ideals. This fundamental commitment to diversity 1) enriches the institution and provides an atmosphere in which all human potential is valued, 2) promotes learning through interactions among people of different backgrounds and many perspectives, and 3) better enables the university to prepare all members of its community to promote social responsibility, equity, freedom, and productive citizenship in a global society.

Diversity means not only the opportunity for all groups to be represented among faculty, student, staff, and administration but also the support for these persons as they seek the highest achievements. Attitudes, actions, programs, and policies that foster diversity engender the vigorous exchange of ideas, enhance respect and consideration for individuals and groups,

strengthen the understanding of our mutual dependence, and form the core of the university. Diversity promotes enriched learning and produces positive educational outcomes for all.

Vigorous efforts to increase the diversity of the faculty, staff, administration, and students shall continue as a high priority, and as access increases, the university will create changes in its environment that enhance the opportunities for the success of all members of the campus community.

The university shall cultivate a campus climate that promotes human dignity, civility, and mutual appreciation for the uniqueness of each member of our community. Because the university's educational goals are founded on the values of intellectual honesty, appreciation for diversity, and mutual respect, it is critical that our academic and co-curricular programs, scholarships, courses, workshops, lectures, and other aspects of campus life reflect diverse perspectives. Freedom from discrimination, harassment, and violence against persons or property is a basic right and is requisite for learning. Freedom of speech shall be protected. By the same token, the campus community shall denounce and confront acts of intolerance, abusive behaviors, and the beliefs and past events that have separated us as a people."

(b)(i) Station licensee official

The licensee official for institutional licensees such as KPBS, must execute the role and responsibilities that would normally belong to a Board of Directors. The Station has reviewed with its licensee official those practices, as documented within this report and related Exhibit A, that are designed to fulfill the Station's commitment to diversity and meet the applicable FCC guidelines.

(b)(ii) Station Annual Report to satisfy the Diversity Eligibility policy

Consistent with the University and SDSURF, KPBS is committed to diversity and inclusion in all we do. Indeed, we believe that diversity and excellence go hand in hand starting with the programming we air.

KPBS adopted a DEI Vision and Action plan. The KPBS DEI Vision reads:

"KPBS will embrace inclusion and celebrate diverse perspectives through news, programming and events to serve all of San Diego's communities. To be successful, we must first challenge ourselves to unlearn biases, develop cultural competencies, proactively prevent and address microaggressions and be accountable to fostering a culture of inclusion.

KPBS' staff must also reflect the demographics of the community we serve and embody a culture of belonging where staff are valued, heard and are engaged with their work. As a department of San Diego State University, we will align with campus DEI initiatives, foster an environment of lifelong learning and commit to offering a path for advancement and growth in line with business needs and the campus structure. We acknowledge that in order to succeed

in the future, KPBS must continue to evolve, grow, and embrace an equitable and diverse culture, both internally and externally. “

KPBS accomplished the following diversity goals for fiscal 22/23:

Launched the South Bay Desk by hiring a South Bay Multimedia Producer. Partnering with the Border/Immigration investigative reporter the team’s focus is on better serving the Latinx community, and engaging with communities who live along the Border.

Trained newsroom staff and empower them with the competence and “permission” to tell stories that call out racism in systems, institutions, and policies.

Hired and began working with a DEI training consultant at the beginning of FY23 who worked closely with stakeholders and leadership at KPBS to assess needs at the organization. The result of this research is an Inclusive Leadership Series, which began July 2023 (Q1 FY24).

Began work on establishing DEI policy and behaviors (tied to our values) and the expectations and accountability for everyone around them.

Worked with the Producers Club Committee (PCC) and Directors Club to help garner ideas to reach more diverse audiences.

Collected demographic data on KPBS staff and compared the results to census data to see how KPBS staff reflect the demographics of the region (ongoing effort).

Looking ahead to FY24 - KPBS will:

By the end of December 2023, hire KPBS’ first Director of DEI. Reform the KPBS DEI Council under the new Director of DEI with internal members in January 2024. The Council will include 5-10 people and be a working group that helps keep KPBS accountable to this plan.

As noted above, in July 2023 KPBS Leadership began a 6-month Inclusive Leadership series to improve and align leadership across KPBS. Part of this training will result in the creation of DEI Policy for the organization to establish best practices around expectations for employees at all levels of the organization, accountability, and consequences for violating or failing to adhere to the policy.

Create an inventory of community partners and identify which communities they serve and the diversity of their leadership. The goal is to develop collaborations with organizations serving BIPOC, LGBTQ+ and veteran communities, and increase in-kind partnerships with these organizations by approximately 50% by June 30, 2023.

Work with a DEI trained facilitator to lead cultural assessment and staff discussions

around implicit bias, microaggressions, anti-racism, structural racism and equity starting in January 2024.

Continue to grow a pipeline of diversity and excellence in staffing through participation and membership in the Public Media Village, NABJ, NAHJ, AAJA and other professional development organizations with the purpose of better reflecting the diverse regions and communities that make up our rich region and investing in our staff's development. *(Ongoing)*

Create and publish an Annual Report to the Community on DEI at KPBS to keep ourselves accountable to our employees and the community with the first report published by the end of FY24. This report will use annual survey data to disclose staff make up, leadership make up, content, events, and news source representation, DEI Council, and other aspects.

Grow the new South Bay bureau to help fully realize our goals to reach new audiences, build on strong reporting from the Border investigative journalist and the excellent storytelling found in the Port of Entry podcast.

Connect with at least three local film festivals and local film schools to develop a more diverse pool of content creators and a pathway to production in the process of executing the Explore program 2024.

Increase awareness on both sides of the border of our connections and similarities through our podcast content production *Port of Entry* in both English and Spanish. Do one on one in-person listening/feedback sessions on both sides of the border in both English and Spanish by 3rd quarter 2024.

Track GI Film Festival content for representation in diversity in subject matter and compare against the baseline by gender, LGBTQ+, race, age/generation by August 2024.

Build out arts and culture content (Black Culture, arts, family, music, food, Streaming Picks content into web stories, launch a Latinx page with curated content) on kpbs.org to increase the content stickiness of diverse, community-oriented, non-news content by June 30, 2024.

Assess all KPBS marketing campaign messaging, imagery and b-roll using the "fault lines" and update to better speak to all our potential KPBS family members, working alongside the new KPBS DEI director by January 2024.

KPBS continues to implement DEI protocols that are ongoing and refined every year, including:

Pay for job listings in places that reach diverse communities and require documentation of the published listings.

Make a list of affinity organizations KPBS should be aligned with for recruiting purposes and participate in activities to better connect with shared communities.

Create interview panels consisting of a diverse panel of perspectives and expertise including age, gender, department, experience level, and race.

Improve training and manager skills on how to recruit more inclusively.

Refine source-tracking methodology so that the News department can measure our ability to represent diversity in our sources.

Audit content acquisitions and local non-news programs to ascertain, as best we can, the level of diversity in production crew, executives and hosts/presenters.

Collect data on KPBS' audience to better understand how it reflects the broader community based on census data. Once data is collected, set strategic goals that move the station toward building an audience base that reflects the San Diego community.

Continue to collect demographic data on KPBS staff and compare the results to census data to see how KPBS staff reflects the demographics of the region. Deploy a survey annually and report annually.

All KPBS recruitments follow the DEI/EEO/AAP requirements of both SDSU and SDSURF. This includes a commitment to sourcing candidates for all positions from diverse sources for all open positions. Employment decisions are based on the principles of equal employment opportunity and with the intent to further KPBS's commitment to affirmative action and equal employment. KPBS is an equal opportunity employer and provides equal opportunity in employment for all qualified persons. Employment decisions, including, but not limited to, recruiting, hiring, promotion, demotion, training, compensation, benefits, disciplinary actions, and terminations are made on the basis of merit and an individual's qualifications as they relate to the job under consideration.

KPBS hiring managers are required to participate in EEO/AAP training annually as part of our commitment to fair and equitable recruitment practices. Also, as a department of SDSU, all KPBS staff and managers are encouraged to participate in SDSU's DEI training initiatives.

(c) (i) Include individuals representing diverse groups in internships or work-study programs

The Station participates in the University's work-study program, reflective of the diverse student body, with approximately 40 to 45 work-study positions filled on average. The work-study program provides meaningful professional experience and furthers public broadcasting's commitment to education.

(c) (ii) Participate in minority or other diversity job fairs

As documented in Exhibit A, KPBS and SDSURF Human Resource regularly participate in minority and diversity job fairs and related activities. Openings are also listed with the appropriate state employment agency.

(c) (iii) Implemented formal diversity training programs for management and appropriate staff

In accordance with CPB requirements, all employees, officers, and students are required to complete the CPB sponsored harassment prevention training program.

General Information

TV Community Service Grant (CSG) General Provisions and Eligibility criteria can be found at <http://cpb.org/stations/grants/tv/generalprovisions/>

Radio Community Service Grant (CSG) General Provisions and Eligibility criteria can be found at <http://cpb.org/stations/grants/radio/generalprovisions/>

SDSU is actively involved in promoting Diversity at the University. Details of this initiative and its many components, including campus programs, diversity rankings and more can be found at: http://newscenter.sdsu.edu/lead/pledge_diversity.aspx

The SDSURF Human Resources department generally handles day-to-day hiring and recruitment processes and ensures that station personnel involved in recruiting, screening, selection, promotion, and related processes are trained on equal employment opportunity laws, regulations, and job-related personnel practices. Station supervisors are required to take actions to prevent harassment in the workplace and make career counseling available to employees upon request.

California State and Federal Employment Notices are posted in conspicuous areas at all sites for all applicants and employees to view. An EEO statement is included on all employment advertisements and job announcements, and employment information is available on SDSURF's online recruitment system and the KPBS website. Employees receive a copy of the EEO Policy at time of hire and annually thereafter. The EEO Statement appears on all employment agreements.



Exhibit A to the Diversity Statement and Annual Report

FCC EEO Worksheets

When read in conjunction with the Diversity Statement and Annual Report contained on preceding pages, this Exhibit A provides further details of KPBS' hiring goals, guidelines, employment statistics and programs of our Diversity Policy.

Hiring Goals and Guidelines

For the period, KPBS filled 48 employment vacancies.

The University ensures that equality, diversity, and campus climate are at the forefront of university life and that university related programs, and activities are made available to all qualified individuals on a nondiscriminatory basis. San Diego State University guidelines are found at: [Nondiscrimination and Equal Opportunity | Labor and Employee Relations | BFA | SDSU](#)

Likewise, as excerpted from the San Diego State University Research Foundation website, "San Diego State University Research Foundation is an Equal Employment/Affirmative Action Employer. Applications from qualified minority, female, veteran, and disabled candidates are encouraged. SDSU Research Foundation, committed to a diverse workforce and affirmative action, is an Equal Opportunity/Title IX employer. SDSU Research Foundation maintains and promotes a policy of non-discrimination and non-harassment on the basis of race, color, gender, age, religion, ancestry, national origin, marital status, sexual orientation, veteran status, medical condition including pregnancy, physical/mental disability, or genetic information. Their full policy is at: [Annual Policy Notification - Equal Employment Opportunity and Affirmative Action Policy Statement \(sdsu.edu\)](#)

Employment Statistics and Programs

The following pages, containing EEO worksheets, provide employment statistics and programs demonstrating KPBS TV and FM's broad outreach and recruitment, and compliance with CPB Diversity eligibility requirements and FCC's EEO rules, policies and record-keeping requirements.

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that KPBS TV/FM is in compliance with the Commission's current EEO rules, policies and record-keeping requirements.

Updated as of July 2023

All Full-Time KPBS Jobs Filled 7/1/22 to 6/30/2023

Req No.	Title	Total # of Candidates	Candidates Interviewed	Type	Last Closed (Filled)	Recruitment Source of Hiree
2021-12259	KPBS Web Producer (P.M.)	34	5	Full-Time Contract	8/26/2022 4:44:11 PM	Company Website- SDSU
2021-12690	KPBS Senior Producer, Radio News	13	4	Full-Time Contract	9/23/2022 3:15:18 PM	Current Employee
2022-13110	KPBS News Editor	62	6	Full-Time Contract	9/15/2022 2:04:58 PM	Employee Referral
2022-13289	KPBS Videographer/ Studio Technician (Production)	195	7	Full-Time Contract	8/19/2022 10:46:09 AM	Job Board (Indeed)
2022-13388	KPBS Technical Producer/Sound Designer	270	5	Full-Time Contract	9/23/2022 7:50:31 AM	Job Board (LinkedIn)
2022-13399	KPBS Traffic Manager	23	2	Full-Time Contract	7/1/2022 10:54:07 AM	Company Website- SDSURF
2022-13400	KPBS News Director	44	1	Full-Time Contract	7/25/2022 1:42:16 PM	Other (Non Internet) - Stanton Chase
2022-13501	KPBS Newsroom Office Manager	57	3	Full-Time Contract	8/19/2022 12:53:40 PM	Job Board (Indeed)
2022-13515	KPBS Broadcast Engineer	51	2	Full-Time Contract	3/9/2023 2:12:07 PM	LinkedIn + Referral
2022-13711	KPBS Development & Campaign Coordinator	21	1	Full-Time Contract	7/27/2022 11:33:20 AM	Current Employee
2022-13948	KPBS Afternoon Anchor	8	7	Full-Time Contract	9/8/2022 12:01:59 PM	Company Website- SDSURF
2022-14037	KPBS Producer I- Audio News	41	4	Full-Time Contract	10/31/2022 12:45:29 PM	Current Employee
2022-14189	KPBS Events Coordinator	67	3	Full-Time Contract	10/27/2022 9:34:39 AM	Job Board (Indeed)

2022-14191	KPBS Podcast Producer/Editor - Port of Entry Emphasis	68	4	Full-Time Contract	11/23/2022 7:41:51 AM	Employee Referral
2022-14382	KPBS Videojournalist I or II	14	2	Full-Time Contract	11/18/2022 8:49:16 AM	Employee Referral
2022-14477	KPBS Major Gifts Officer	21	3	Full-Time Contract	2/10/2023 3:49:48 PM	Job Board (Indeed)
2022-14498	KPBS Racial Justice & Social Equity Reporter	69	4	Full-Time Contract	3/10/2023 10:01:19 AM	Employee Referral
2022-14533	KPBS Senior Producer - Evening Edition	12	1	Full-Time Contract	12/15/2022 3:57:05 PM	Company Website- SDSURF
2022-14535	KPBS News Editor	74	5	Full-Time Contract	3/23/2023 8:51:20 AM	Company Website- SDSU
2022-14573	KPBS Audience & Member Services Specialist	35	7	Full-Time Contract	2/1/2023 2:13:15 PM	Employee Referral
2022-14592	KPBS Military and Veteran Affairs Reporter	15	2	Full-Time Contract	12/30/2022 1:30:50 PM	Employee Referral
2022-14635	KPBS Front End Web Developer/Designer	71	2	Full-Time Contract	2/9/2023 1:19:49 PM	Company Website- SDSU
2022-14734	KPBS South Bay Engagement Producer	36	4	Full-Time Contract	4/7/2023 11:32:26 AM	Job Board (LinkedIn)
2022-14762	KPBS Deputy Investigations/Digital Training Editor	12	2	Full-Time Contract	1/27/2023 3:46:26 PM	Company Website- SDSURF
2023-14910	KPBS Senior Director of Content Development	1	1	Full-Time Contract	1/27/2023 3:44:29 PM	Current Employee
2023-14924	KPBS News Producer (Evening Edition)	25	2	Full-Time Contract	4/11/2023 10:52:01 AM	Company Website- SDSU
2023-14977	KPBS Lead Videojournalist	4	3	Full-Time Contract	3/23/2023 8:52:00 AM	Current Employee
2023-15036	KPBS Investigative Reporter	21	4	Full-Time Contract	4/11/2023 1:36:44 PM	Employee Referral
2023-15156	KPBS Membership Marketing Coordinator	2	1	Full-Time Contract	3/23/2023 8:55:02 AM	Current Employee
2023-15410	KPBS Audience & Member Services Specialist	2	1	Full-Time Contract	5/25/2023 1:02:52 PM	Company Website- SDSURF

2021-12659	KPBS Freelance Web Producer (Pool)	22	6	Part-Time Contract	12/29/2022 10:04:32 AM	Job Board (LinkedIn)
2022-13314	KPBS Roundtable Host	61	3	Part-Time Contract	8/24/2022 6:26:04 AM	Current Employee
2022-13725	KPBS Corporate Development Marketing & Sales Coordinator	19	2	Part-Time Contract	8/16/2022 3:42:49 PM	Company Website- SDSURF
2022-14052	KPBS Shipping & Receiving Clerk (Part-Time)	52	1	Part-Time Contract	10/20/2022 2:25:10 PM	Job Board (Indeed)
2022-14055	KPBS Freelance News Editor (Pool)	120	2	Part-Time Contract	2/13/2023 1:09:08 PM	Company Website- SDSURF
2022-14148	KPBS Freelancer Reporter (Pool)	59	3	Part-Time Contract	2/27/2023 9:58:12 AM	Employee Referral
2022-14353	KPBS Freelance Producer (Midday Edition)	13	3	Part-Time Contract	11/22/2022 4:12:54 PM	Employee Referral
2022-14740	KPBS GI Film Festival Coordinator (Seasonal)	25	5	Part-Time Contract	2/27/2023 2:06:46 PM	Job Board (LinkedIn)
2022-14786	KPBS Audience Services Representative (Part Time)	179	15	Part-Time Contract	4/21/2023 9:26:29 AM	Company Website- SDSURF
2023-15076	KPBS Freelance Director	15	1	Part-Time Contract	3/29/2023 3:51:58 PM	Employee Referral
2022-14161	Student Assistant - KPBS Grants & Engagement	13	3	Student	9/28/2022 8:23:30 AM	Company Website- SDSURF
2022-14403	KPBS Assistant News Producer/Penner Fellow Intern	18	2	Temporary	12/30/2022 1:39:22 PM	Job Board (HigherEdJobs)
		1964	144			

KPBS Total Number of Candidates Interviewed/Hired Sorted by Job and Referral Source

Job Number and Title	Count of Candidate by Source
2021-12259, KPBS Web Producer (P.M.)	5
Hired	1
Company Website - SDSU	1
Interviewed	4
Current Employee	1
Employee Referral	2
Internet - Other	1
2021-12659, KPBS Freelance Web Producer (Pool)	6
Hired	2
Company Website - SDSU Research Foundation	1
Job Posting- LinkedIn	1
Interviewed	4
Company Website - SDSU	1
Job Board- Indeed	1
Job Posting- LinkedIn	1
Referral	1
2021-12690, KPBS Senior Producer, Radio News	4
Hired	1

Current Employee	1
Interviewed	3
Company Website - SDSU	1
Employee Referral	1
Job Board - iHireBroadcasting.com	1
2022-13110, KPBS News Editor	6
Hired	1
Referral	1
Interviewed	5
Company Website - SDSU Research Foundation	2
Job Board - iHireBroadcasting.com	1
Job Board - JournalismJobs.com	1
Referral	1
2022-13289, KPBS Videographer/ Studio Technician (Production)	7
Hired	1
Job Board- Indeed	1
Interviewed	6
Company Website - SDSU	1
Job Board- Indeed	3
Job Posting- LinkedIn	1
Other (Non Internet)	1

2022-13314, KPBS Roundtable Host	3
Hired	1
Current Employee	1
Interviewed	2
Employee Referral	1
Other (Non Internet)	1
2022-13388, KPBS Technical Producer/Sound Designer	5
Hired	1
Job Posting- LinkedIn	1
Interviewed	4
Company Website - SDSU	1
Current Employee	1
Job Board- Indeed	1
Job Posting- LinkedIn	1
2022-13399, KPBS Traffic Manager	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Board- Indeed	1
2022-13400, KPBS News Director	1
Hired	1

Other (Non Internet)	1
2022-13501, KPBS Newsroom Office Manager	3
Hired	1
Job Board- Indeed	1
Interviewed	2
Job Board- Indeed	1
Referral	1
2022-13515, KPBS Broadcast Engineer	2
Hired	2
Job Posting- LinkedIn	1
Referral	1
2022-13711, KPBS Development & Campaign Coordinator	1
Hired	1
Current Employee	1
2022-13725, KPBS Corporate Development Marketing & Sales Coordinator	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Board- Indeed	1
2022-13948, KPBS Afternoon Anchor	7

Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	6
Company Website - SDSU Research Foundation	1
Job Board- Indeed	3
Job Posting- LinkedIn	2
2022-14037, KPBS Producer I- Audio News	4
Hired	1
Current Employee	1
Interviewed	3
Company Website - SDSU	2
Job Posting- LinkedIn	1
2022-14052, KPBS Shipping & Receiving Clerk (Part-Time)	1
Hired	1
Job Board- Indeed	1
2022-14055, KPBS Freelance News Editor (Pool)	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Board- Indeed	1
2022-14148, KPBS Freelancer Reporter (Pool)	3

Hired	3
Company Website - SDSU	1
Employee Referral	1
Referral	1
2022-14161, Student Assistant - KPBS Grants & Engagement	3
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	2
Internet - Other	2
2022-14189, KPBS Events Coordinator	3
Hired	1
Job Board- Indeed	1
Interviewed	2
Job Board- Indeed	2
2022-14191, KPBS Podcast Producer/Editor - Port of Entry Emphasis	4
Hired	1
Referral	1
Interviewed	3
Company Website - SDSU	1
Job Posting- LinkedIn	2

2022-14353, KPBS Freelance Producer (Midday Edition)	3
Hired	2
Employee Referral	1
Referral	1
Interviewed	1
Job Posting- LinkedIn	1
2022-14382, KPBS Videojournalist I or II	2
Hired	1
Other (Non Internet)	1
Interviewed	1
Employee Referral	1
2022-14403, KPBS Assistant News Producer/Penner Fellow Intern	2
Hired	1
Job Board- HigherEdJobs.com	1
Interviewed	1
Job Posting- LinkedIn	1
2022-14477, KPBS Major Gifts Officer	3
Hired	1
Job Board- Indeed	1
Interviewed	2
Job Board- Indeed	2

2022-14498, KPBS Racial Justice & Social Equity Reporter	4
Hired	1
Employee Referral	1
Interviewed	3
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Job Board- Indeed	1
2022-14533, KPBS Senior Producer - Evening Edition	1
Hired	1
Company Website - SDSU Research Foundation	1
2022-14535, KPBS News Editor	5
Hired	1
Company Website - SDSU	1
Interviewed	4
Company Website - SDSU Research Foundation	2
Job Posting- LinkedIn	1
Other (Non Internet)	1
2022-14573, KPBS Audience & Member Services Specialist	7
Hired	1
Employee Referral	1
Interviewed	6

Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Employee Referral	1
Internet - Other	2
Referral	1
2022-14592, KPBS Military and Veteran Affairs Reporter	2
Hired	1
Employee Referral	1
Interviewed	1
Job Posting- LinkedIn	1
2022-14635, KPBS Front End Web Developer/Designer	2
Hired	1
Company Website - SDSU	1
Interviewed	1
Job Board- Indeed	1
2022-14734, KPBS South Bay Engagement Producer	4
Hired	1
Job Posting- LinkedIn	1
Interviewed	3
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1

Job Board- Indeed	1
2022-14740, KPBS GI Film Festival Coordinator (Seasonal)	5
Hired	1
Job Posting- LinkedIn	1
Interviewed	4
Job Board- Indeed	3
Job Posting- LinkedIn	1
2022-14762, KPBS Deputy Investigations/Digital Training Editor	2
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	1
Job Posting- LinkedIn	1
2022-14786, KPBS Audience Services Representative (Part Time)	15
Hired	1
Company Website - SDSU Research Foundation	1
Interviewed	14
Employee Referral	1
Job Board - Monster.com	1
Job Board- Indeed	11
Referral	1
2023-14910, KPBS Senior Director of Content Development	1

Hired	1
Current Employee	1
2023-14924, KPBS News Producer (Evening Edition)	2
Hired	1
Company Website - SDSU	1
Interviewed	1
Company Website - SDSU Research Foundation	1
2023-14977, KPBS Lead Videojournalist	3
Hired	1
Current Employee	1
Interviewed	2
Current Employee	2
2023-15036, KPBS Investigative Reporter	4
Hired	1
Employee Referral	1
Interviewed	3
Current Employee	1
Employee Referral	1
Other (Non Internet)	1
2023-15076, KPBS Freelance Director	1
Hired	1

Employee Referral	1
2023-15156, KPBS Membership Marketing Coordinator	1
Hired	1
Current Employee	1
2023-15410, KPBS Audience & Member Services Specialist	1
Hired	1
Company Website - SDSU Research Foundation	1
Grand Total	144

KPBS Total Number of All Candidates Sorted by Job and Referral Source

Job Requisition Number and Job Title	Count of Candidates for Each Source
2021-12259, KPBS Web Producer (P.M.)	34
Company Website - SDSU	8
Company Website - SDSU Research Foundation	3
Current Employee	2
Employee Referral	4
Incomplete	1
Internet - Other	2
Job Board - CareerBuilder.com	1
Job Board - Other	5
Job Board- HigherEdJobs.com	1
Job Board- Indeed	5
Job Posting- LinkedIn	2
2021-12659, KPBS Freelance Web Producer (Pool)	22
Company Website - SDSU	2
Company Website - SDSU Research Foundation	2
Incomplete	1
Internet - Other	4
Job Board - HigherEdJobs.com	1

Job Board- Indeed	5
Job Posting- LinkedIn	6
Referral	1
2021-12690, KPBS Senior Producer, Radio News	13
Company Website - SDSU	2
Current Employee	1
Employee Referral	1
Job Board - iHireBroadcasting.com	1
Job Board- Indeed	6
Job Posting- LinkedIn	2
2022-13110, KPBS News Editor	62
Company Website - SDSU	9
Company Website - SDSU Research Foundation	7
Incomplete	7
Internet - Other	3
Job Board - CareerBuilder.com	1
Job Board - Craigslist.com	1
Job Board - iHireBroadcasting.com	1
Job Board - JournalismJobs.com	3
Job Board - Other	1
Job Board- HigherEdJobs.com	1

Job Board- Indeed	13
Job Posting- LinkedIn	12
Referral	3
2022-13289, KPBS Videographer/ Studio Technician (Production)	195
Company Website - SDSU	11
Company Website - SDSU Research Foundation	5
Incomplete	10
Internet - Other	5
Job Board - HigherEdJobs.com	1
Job Board - Monster.com	1
Job Board - Other	3
Job Board- HigherEdJobs.com	2
Job Board- Indeed	91
Job Posting- LinkedIn	63
Other (Non Internet)	2
Referral	1
2022-13314, KPBS Roundtable Host	61
Company Website - SDSU	8
Company Website - SDSU Research Foundation	5
Current Employee	1
Email a Friend	1

Employee Referral	1
Incomplete	7
Internet - Other	2
Job Board - Monster.com	1
Job Board- Indeed	16
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	15
Other (Non Internet)	1
Referral	1
2022-13388, KPBS Technical Producer/Sound Designer	270
Company Website - SDSU	7
Company Website - SDSU Research Foundation	7
Current Employee	2
Employee Referral	2
Incomplete	8
Internet - Other	8
Job Board - CareerBuilder.com	1
Job Board - Monster.com	2
Job Board - Other	1
Job Board- Glassdoor	1
Job Board- HigherEdJobs.com	2

Job Board- Indeed	161
Job Board- ZipRecruiter	2
Job Fair	1
Job Posting- LinkedIn	61
JobTarget	1
Other (Non Internet)	2
Referral- EDD DVOP	1
2022-13399, KPBS Traffic Manager	23
Company Website - SDSU Research Foundation	2
Current Employee	1
Incomplete	1
Job Board- Indeed	13
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	4
JobTarget	1
2022-13400, KPBS News Director	44
Company Website - SDSU	4
Company Website - SDSU Research Foundation	2
Employee Referral	2
Incomplete	3
Job Board - CPB Jobline	1

Job Board - Other	1
Job Board- HigherEdJobs.com	2
Job Board- Indeed	9
Job Posting- LinkedIn	13
Other (Non Internet)	2
Referral	5
2022-13501, KPBS Newsroom Office Manager	57
Company Website - SDSU	6
Company Website - SDSU Research Foundation	6
Employee Referral	1
Incomplete	3
Internet - Other	3
Job Board - CareerBuilder.com	1
Job Board - HigherEdJobs.com	1
Job Board - Other	1
Job Board- Indeed	25
Job Posting- LinkedIn	9
Referral	1
2022-13515, KPBS Broadcast Engineer	51
Company Website - SDSU	6
Company Website - SDSU Research Foundation	1

Employee Referral	1
Incomplete	3
Internet - Other	3
Job Board - CalJobs	1
Job Board - Other	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	15
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	17
Referral	1
2022-13711, KPBS Development & Campaign Coordinator	21
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Current Employee	1
Job Board- Glassdoor	1
Job Board- Indeed	16
Job Posting- LinkedIn	1
2022-13725, KPBS Corporate Development Marketing & Sales Coordinator	19
Company Website - SDSU Research Foundation	2
Incomplete	1

Job Board - Monster.com	1
Job Board- Indeed	15
2022-13948, KPBS Afternoon Anchor	8
Company Website - SDSU Research Foundation	2
Incomplete	1
Job Board- Indeed	3
Job Posting- LinkedIn	2
2022-14037, KPBS Producer I- Audio News	41
Company Website - SDSU	6
Company Website - SDSU Research Foundation	2
Current Employee	1
Employee Referral	1
Incomplete	4
Job Board - Other	2
Job Board- Indeed	17
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	7
2022-14052, KPBS Shipping & Receiving Clerk (Part-Time)	52
Company Website - SDSU	3
Company Website - SDSU Research Foundation	6
Incomplete	3

Internet - Other	2
Job Board - Craigslist.com	5
Job Board - Monster.com	2
Job Board- Indeed	24
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	3
Referral	2
2022-14055, KPBS Freelance News Editor (Pool)	120
Company Website - SDSU	4
Company Website - SDSU Research Foundation	8
Incomplete	10
Internet - Other	1
Job Board - Monster.com	1
Job Board - Simply Hired	1
Job Board- Indeed	72
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	18
Other (Non Internet)	2
Referral	1
2022-14148, KPBS Freelancer Reporter (Pool)	59
Company Website - SDSU	4

Company Website - SDSU Research Foundation	10
Employee Referral	1
Incomplete	5
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	20
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	10
Other (Non Internet)	3
Referral	1
2022-14161, Student Assistant - KPBS Grants & Engagement	13
Company Website - SDSU	3
Company Website - SDSU Research Foundation	4
Incomplete	1
Internet - Other	2
Job Board- Indeed	2
Referral	1
2022-14189, KPBS Events Coordinator	67
Company Website - SDSU	4
Company Website - SDSU Research Foundation	1
Employee Referral	1

Incomplete	6
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	36
Job Posting- LinkedIn	13
Other (Non Internet)	2
2022-14191, KPBS Podcast Producer/Editor - Port of Entry Emphasis	68
Company Website - SDSU	4
Company Website - SDSU Research Foundation	2
Email a Friend	1
Incomplete	4
Internet - Other	1
Job Board - HigherEdJobs.com	1
Job Board - Other	2
Job Board- Indeed	40
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	10
Referral	2
2022-14353, KPBS Freelance Producer (Midday Edition)	13
Company Website - SDSU Research Foundation	5

Employee Referral	1
Incomplete	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	2
Job Posting- LinkedIn	2
Referral	1
2022-14382, KPBS Videojournalist I or II	14
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Employee Referral	1
Job Board- Indeed	7
Job Posting- LinkedIn	3
Other (Non Internet)	1
2022-14403, KPBS Assistant News Producer/Penner Fellow Intern	18
Company Website - SDSU	2
Company Website - SDSU Research Foundation	1
Incomplete	1
Internet - Other	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	6
Job Posting- LinkedIn	5

Other (Non Internet)	1
2022-14477, KPBS Major Gifts Officer	21
Company Website - SDSU Research Foundation	5
Employee Referral	2
Incomplete	2
Job Board- Indeed	6
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	5
2022-14498, KPBS Racial Justice & Social Equity Reporter	69
Company Website - SDSU	5
Company Website - SDSU Research Foundation	6
Employee Referral	2
Incomplete	12
Internet - Other	2
Job Board - HigherEdJobs.com	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	22
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	16
Other (Non Internet)	1
2022-14533, KPBS Senior Producer - Evening Edition	12

Company Website - SDSU Research Foundation	1
Employee Referral	1
Incomplete	2
Job Board- Indeed	4
Job Posting- LinkedIn	4
2022-14535, KPBS News Editor	74
Company Website - SDSU	6
Company Website - SDSU Research Foundation	4
Employee Referral	1
Incomplete	1
Internet - Other	1
Job Board - HotJobs.com	1
Job Board - Monster.com	1
Job Board - Other	1
Job Board- Indeed	40
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	14
Other (Non Internet)	1
Referral	2
2022-14573, KPBS Audience & Member Services Specialist	35
Company Website - SDSU	6

Company Website - SDSU Research Foundation	8
Employee Referral	3
Incomplete	3
Internet - Other	3
Job Board- HigherEdJobs.com	1
Job Board- Indeed	4
Job Posting- LinkedIn	4
Other (Non Internet)	1
Referral	2
2022-14592, KPBS Military and Veteran Affairs Reporter	15
Company Website - SDSU	3
Employee Referral	2
Internet - Other	1
Job Board- Indeed	5
Job Posting- LinkedIn	3
Referral	1
2022-14635, KPBS Front End Web Developer/Designer	71
Company Website - SDSU	5
Company Website - SDSU Research Foundation	2
Internet - Other	4
Job Board - Other	2

Job Board- HigherEdJobs.com	1
Job Board- Indeed	24
Job Board- ZipRecruiter	2
Job Posting- LinkedIn	30
Other (Non Internet)	1
2022-14734, KPBS South Bay Engagement Producer	36
Company Website - SDSU	1
Company Website - SDSU Research Foundation	5
Incomplete	6
Internet - Other	3
Job Board - Monster.com	1
Job Board- HigherEdJobs.com	1
Job Board- Indeed	14
Job Board- ZipRecruiter	1
Job Posting- LinkedIn	4
2022-14740, KPBS GI Film Festival Coordinator (Seasonal)	25
Company Website - SDSU Research Foundation	2
Current Employee	1
Incomplete	3
Job Board- Indeed	12
Job Posting- LinkedIn	7

2022-14762, KPBS Deputy Investigations/Digital Training Editor	12
Company Website - SDSU Research Foundation	2
Job Board - Other	1
Job Board- Indeed	8
Job Posting- LinkedIn	1
2022-14786, KPBS Audience Services Representative (Part Time)	179
Company Website - SDSU	6
Company Website - SDSU Research Foundation	11
Email a Friend	1
Employee Referral	3
Incomplete	5
Internet - Other	4
Job Board - Craigslist.com	2
Job Board - Monster.com	1
Job Board - Simply Hired	1
Job Board- Indeed	134
Job Posting- LinkedIn	8
Referral	3
2023-14910, KPBS Senior Director of Content Development	1
Current Employee	1
2023-14924, KPBS News Producer (Evening Edition)	25

Company Website - SDSU	2
Company Website - SDSU Research Foundation	2
Incomplete	1
Internet - Other	1
Job Board- Indeed	14
Job Posting- LinkedIn	4
Referral	1
2023-14977, KPBS Lead Videojournalist	4
Current Employee	4
2023-15036, KPBS Investigative Reporter	21
Company Website - SDSU	1
Current Employee	1
Employee Referral	2
Incomplete	2
Internet - Other	1
Job Board - Other	1
Job Board- Indeed	7
Job Posting- LinkedIn	4
Other (Non Internet)	1
Referral	1
2023-15076, KPBS Freelance Director	15

Company Website - SDSU Research Foundation	1
Employee Referral	1
Incomplete	1
Internet - Other	2
Job Board- Indeed	5
Job Posting- LinkedIn	5
2023-15156, KPBS Membership Marketing Coordinator	2
Company Website - SDSU Research Foundation	1
Current Employee	1
2023-15410, KPBS Audience & Member Services Specialist	2
Company Website - SDSU Research Foundation	1
Current Employee	1
Grand Total	1964

KPBS Total Number of All Candidates Sorted by Referral Source

Source	Count of Candidates Selections
Job Board- Indeed	918
Job Posting- LinkedIn	387
Company Website - SDSU Research Foundation	136
Company Website - SDSU	130
<i>Incomplete</i>	119
Internet - Other	65
Employee Referral	34
Referral	31
Job Board - Other	22
Other (Non Internet)	21
Job Board- ZipRecruiter	19
Current Employee	18
Job Board- HigherEdJobs.com	22
Job Board - Monster.com	11
Job Board - Craigslist.com	8
Job Board - CareerBuilder.com	4
Email a Friend	3
Job Board - JournalismJobs.com	3

Job Board - Simply Hired	2
Job Board- Glassdoor	2
JobTarget	2
Job Board - iHireBroadcasting.com	2
Job Fair	1
Job Board - CalJobs	1
Referral- EDD DVOP	1
Job Board - CPB Jobline	1
Job Board - HotJobs.com	1
Grand Total	1964

List of Sources

JobTarget CompliancePost Media Package Sites

These job boards are subject to change without notice.

SDSU Research Foundation uses a third party vendor, JobTarget, to post open recruitments in a network of 25,000+ job sites, and ensures the organization is in compliance with the Office of Federal Contract Compliance Programs (OFCCP) guidelines and regulations. Every open recruitment is posted to each site listed below. The sites listed below are what make up the JobTarget Media Package.

Job Target

600 Summer St. Stamford, CT 06901

860-288-5430 | <https://www.jobtarget.com>

<u>Site</u>	<u>URL</u>	<u>Audience</u>	<u>Summary</u>
Job Opportunities for Disabled American Veterans (JOFDAV)	https://www.jofdav.com	Disabled Veterans	JOFDAV is also a Microsoft Imagine Academy, working with State Departments of Vocational Rehabilitation and the US Military offering individuals with disabilities and Wounded Warriors marketable job skills free as a public service. <ul style="list-style-type: none">• Over 60,000 visitors per month.• Listed as a resource on Disability.gov.• Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site
Women in Business and Industry	http://www.wib-i.com	Women	Conduct outreach to women using social media and online magazine, plus guest writing articles for publication throughout the diversity and targeted minority recruitment and compliance community. <ul style="list-style-type: none">• Over 600,000 visitors per month.• Partner with industry professionals to better serve the job seeking minority community.
Veterans Enterprise	http://www.veteransenterprise.com	Veterans	Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site, Veterans Enterprise has over 500,000 visitors per month.

disABLED Person	https://www.disabledperson.com	Individuals with Disabilities	<p>disABLEDperson, Inc. is also an Microsoft Imagine Academy, working with State Departments of Vocational Rehabilitation and the US Military offering individuals with disabilities and Wounded Warriors marketable job skills free as a public service.</p> <ul style="list-style-type: none"> • Over 60,000 visitors per month. • Listed as a resource on the OFCCP website. • Listed as a resource on Disability.gov. • Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.
Black Perspective	http://www.blackperspective.com	African Americans	<p>Specifically conduct outreach to African Americans using social media and its own online magazine, in addition to guest writing articles for publication throughout the diversity and targeted Minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 400,000 visitors per month.
Hispanic Today	http://www.hispanic-today.com	Hispanic & Latino	<p>Specifically conduct outreach to Latinos using social media and its own online magazines, in addition to guest writing articles for publication throughout the diversity and targeted minority recruitment and compliance community. They also partner with many other industry professionals to better serve the job seeking minority community.</p> <ul style="list-style-type: none"> • Over 300,000 visitors per month.

Women for Hire	http://womenforhire.com/	Women	<p>The Women for Hire site was named by Forbes as one of the top 100 websites for women.</p> <ul style="list-style-type: none"> • Up to 200,000 unique visitors each month.
EmployDIVERSITY	https://www.employdiversity.com	Diversity	<p>EmployDIVERSITY has developed strategic marketing networks and relationships with minority colleges, nonprofit organizations, minority student professional groups, diversity focused chambers of commerce.</p>

US Military Pipeline	https://usmilitarypipeline.com	Veterans	<p>All jobs are matched and pushed to Military candidates 24/7</p> <ul style="list-style-type: none"> • Over 252,000 documented hires. • Over 2.43 million jobseekers using the site
Military Vet Jobs	http://militaryvetjobs.com/	Veterans	<p>Besides offering veteran job seekers a community of support, they market the site through adwords, bing, Facebook, veteran groups, University outreach, email campaigns, and many other outreach methods to reach qualified veterans.</p> <ul style="list-style-type: none"> • A veteran job board with 80,000+ unique site visitors per month.

Disability Solutions at Work/Ability Beyond	http://disabilitysolutionsatwork.org/	Individuals with Disabilities	<p>Disability Solutions, a nonprofit consulting service who creates inclusion strategies for national companies.</p> <ul style="list-style-type: none"> • More than 400,000 people with disabilities, including veterans, visit the site every month to find their next career opportunity.
RallyPoint	https://www.rallypoint.com/	Veterans	<p>In December of 2018 RallyPoint signed an MOU with the Veterans Administration to improve veteran outcomes and experiences.</p> <ul style="list-style-type: none"> • 1.5 million members; averaging 1,000 new members daily; 1 million monthly unique visitors; • 10 million content pieces consumed monthly • 200 thousand member interactions monthly. • Backed by US military's Joint Chiefs of Staff.
Hire Heroes USA	https://www.hireheroesusa.org/	Veteran and Military Spouses	<p>A veteran run job site with hundreds of job-seeking veterans and military spouses registering monthly.</p> <ul style="list-style-type: none"> • All jobseekers are verified with proof of military service, or being a military spouse, before gaining access to the job board. • Of the registered jobseekers on Hire Heroes USA, 65% have an active security clearance, 50% hold a bachelor's degree or higher, and 40% have certifications in IT, PMP, HR, etc. • Listed as a resource on the OFCCP website

Ability Beyond	https://abilitybeyond.org/	Individuals with Disabilities	<p>Dedicated to empowering every person, no matter their ability, to have the opportunity to live, work and thrive as an integral part of their community.</p> <ul style="list-style-type: none"> • Leveraged over 60 years of employment experience to source qualified talent • 265 employers/ 504 people placed in jobs annually • 1050 people supported annually
CalJobs	https://www.caljobs.ca.gov/vosnet/Default.aspx	People of California	California's online resource to help job seekers and employers navigate the state's workforce services.
SDSU - Joan and Art Barron Veterans Center (JABVC)	https://arweb.sdsu.edu/es/veterans/	Active Military, Military Veterans, Spouses and Dependent Children	<p>Mission: On campus, and worldwide, we're committed to supporting military, military veterans, military spouses, and dependent children in the areas of higher education in outreach/admission, GI Bill benefits, academic success, graduation, and a career. We exist to be the best in these areas in the eyes of our student-veterans, staff, alumni, and donors.</p>
San Diego Community College District (SDCCD)	https://www.sdccd.edu/	All	One of the largest of California's 73 community college districts, serving approx. 100,000 students annually among three accredited colleges. A well-established public institution of higher learning.
San Diego Regional Center (SDRC)	https://www.sdrc.org/	Individuals and Families of Persons with Developmental Disabilities	<p>To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.</p> <ul style="list-style-type: none"> • A focal point in the community for persons with developmental disabilities, (intellectual disabilities, cerebral palsy, epilepsy, autism, or other disabling conditions similar to intellectual disabilities) living in San Diego and Imperial counties. • 1 of 21 private, non-profit 501(c)(3) organization regional centers that contract with the State of California to provide services outlined in the Lanterman Developmental Disabilities Services Act.

The Arc of San Diego	https://www.arc-sd.com/	Individuals with Disabilities	One of the region's largest private, not-for-profit human-service agencies. <ul style="list-style-type: none"> • A rich tradition of developing quality programs promoting social, economic, and personal independence. • Accredited by the Commission on Accreditation of Rehabilitation Facilities, CARF, which stands as a symbol of our commitment to the highest quality of service.
Able-Disabled Advocacy	https://www.able2work.org/	Military Veterans and Adults with Disabilities	Focus on vocational skills training and educations advancement for those seeking employment Has provided services to San Diego County for over 46 years, placing over 12,000 individuals into jobs.

iCIMS Post Package Sites

These job boards are subject to change and/or affiliated with additional job boards without notice.

SDSU Research Foundation uses an applicant tracking system, iCIMS, for life-cycle recruitment purposes. Each open recruitment is posted to the sites listed below as part of the iCIMS Career Portal.

iCIMS Sites:

101 Crawfords Corner Road Suite 3-100 Holmdel, NJ 07733 - 1-800-889-4422 | <https://www.icims.com/>

LinkedIn	https://www.linkedin.com
Indeed	https://www.indeed.com
DirectEmployers	https://directemployers.org
Glassdoor	https://www.glassdoor.com
Monster	https://www.monster.com/
RecruitNet	https://www.recruit.net/

Other Sites:

SDSU Research Foundation: Career Website for KPBS	https://careers-sdsurf.icims.com/jobs
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Prong 3 Longer Term Initiatives

Initiative 1:

Participation in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	10/14/22	Guest lecturer at Mesa College	Editor presented, lectured and led a discussion about arts journalism and media relations for a museum studies class.	Initiator: Mesa College Staff Participants: Arts Calendar Editor, Julia Dixon Evans
2	10/15/22	Speaker for San Diego Union Tribune Festival of Journalism at San Diego State University (SDSU)	Director presented new research related to opportunities in broadcasting, and how to build trust with news organizations.	Initiator: SDSU Staff Participants: News Director, Terence Shepherd
3	3/15/23	Guest speaker at Francis Parker School	Reporter spoke to and discussed film criticism with a group of potential film critics.	Initiator: Francis Parker School Staff Participant: Arts and Culture Reporter, Beth Accomando
4	4/15/23	Community event participant at Explore SDSU Open House	A diverse group of station employees provided a glimpse into what it's like working at KPBS while sharing opportunities available to prospective students, veterans, alumni and members of the SDSU community.	Initiator: SDSU Staff Participants: Various KPBS staff

Prong 3 Longer Term Initiatives

Initiative 2:

Providing training to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	2022-2023	California State University (CSU) Learn - Learning Management System (LMS): Compliance & Professional Development	Staff and new hires are assigned mandatory compliance training by HR. Courses include: Understanding Unconscious Bias, Workplace Diversity, Understanding Business Ethics, Avoiding Conflict of Interest, Workplace Violence and Threats from Outside the Workplace.	Initiator: SDSU & SDSU Research Foundation Staff Participants: All KPBS staff participation is required
2	9/2022	Corporation for Public Broadcasting (CPB) - Preventing Harassment and Discrimination (Management & Non-Management)	All employees of KPBS are required to complete this online training course on an annual basis. The session trains managers and non-managers on how to cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation.	Initiator: CPB Staff Participants: All KPBS staff participation is required
3	4/2023	Annual HR & Recruitment Workshop	This mandatory in-house training covers a variety of training materials to include, leadership responsibilities and expectations, recruitment guidelines, EEO/AAP policies, performance management, compliances updates, and workplace regulations.	Initiator: KPBS Staff Participants: All hiring manager and student supervisor participation is required
4	4/20/2023	Creating an Inclusive Workplace and Identifying Implicit Bias and Microaggressions	Associate Vice President for Faculty and Staff Diversity, Jennifer Imazeki, led an interactive training on Implicit Bias and Microaggressions; understanding what an inclusive workplace is, why it is important, and how to recognize and respond to implicit bias and microaggressions.	Initiator: KPBS & SDSU Division of Student Affairs and Campus Diversity - Center for Inclusive Excellence Staff Participants: All KPBS staff

Prong 3 Longer Term Initiatives

Initiative 3:

Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	2022 - 2023	Public Television Major Market Group (PTMMG) – HR Peer Group	Once a month, representatives from various public media stations come together to discuss current trends, triumphs, and struggles specific to broadcast media; including but not limited to compensation & retention, employment & professional development, strategic priorities, and DEI initiatives.	Initiator: PTMMG Staff Participant: People & Culture Specialist, Hilary Tavalazzi
2	2022-2023	Public Media Village	The ‘Village’ is committed to recruiting diverse employees and staff newsrooms reflective of the communities they serve through Think.Public.Media; a platform used to advertise careers in public media.	Initiators: CPB & NPR Staff Participants: KPBS
3	9/14/22 - 9/16/22	Radio Television Digital News Association (RTDNA)	During this annual news leadership retreat, KPBS News Director served as a panelist in the breakout session, “Mind the (Age) Gap: Navigating Multigenerational Newsrooms”.	Initiators: RTDNA Staff Participants: KPBS
4	3/29/23	Public Media Career Fair (Virtual)	KPBS professionals connect with diverse jobseekers and engage in conversation with patrons who are eager to advance their careers in public media.	Initiators: Knight Foundation, Current and PublicMediaJobs.org Staff Participants: News Director, Terence Shepherd and various KPBS staff
5	5/30/23 - 6/2/23	Public Media Business Association (PMBA) - All Access Annual Conference	Specific to public media, the conference covers educational topics to include workplace culture, the future of public media, diversity, development, navigating change, best practices and leadership.	Initiator: PMBA Staff Participants: Various KPBS employees and managers

Prong 3 Longer Term Initiatives

Initiative 4:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	Summer 2022	John Frederick Reeves Scholarship opportunity for SDSU students working as part time assistants at KPBS.	With the help of the SDSU Financial Aid & Scholarships office, and in conjunction with The Campanile Foundation, KPBS selected one SDSU part-time student assistant currently working at KPBS to receive the John Frederick Reeves Scholarship. All KPBS student employees who met our criteria were eligible to apply. In addition to meeting criteria, applicants must exhibit passion for working in Public Media. The scholarship recipient was awarded \$5,000 for tuition or any related education costs for the 2023-2024 school year.	Initiators: KPBS, SDSU Financial Aid & Scholarships office, and The Campanile Foundation Staff Participants: Members of KPBS Management Council were involved in the selection process. KPBS selected one part-time student assistant of SDSU as the scholarship recipient.

Prong 3 Longer Term Initiatives

Initiative 5:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	Fall '22 to Spring '23	Assistant News Producer / Penner Fellow Intern for KPBS Evening Edition.	The Penner Fellow is employed with KPBS for a six-month to one-year appointment as an assistant producer intern for KPBS Evening Edition. The fellow works closely with the entire news team to create broadcast-worthy content focused on local issues important to the San Diego region. The position is responsible for helping increase the quality of programming in our TV broadcasts that focus on local issues and stories that directly impact the lives of San Diegans.	Initiator: KPBS Staff Participants: News Director, Terence Shepherd & Senior Producer of Evening Edition, Kim Swain This position is designed for recent college graduates, students in their final year of college, or individuals who are starting a new career in journalism; all interested applicants are considered.
2	Fall 2022	Established as an internship site for SDSU student interns interested in careers in broadcasting, video, and audio production.	KPBS is established as an internship site for SDSU students in the Performing Arts department, which encompasses Music, Dance, Theatre, TV, Film, Recording Arts and Music/Entrepreneurship. KPBS brought on one intern in Fall 2022. Interns are paid and work approximately 50 hours during the semesters to earn college credit after completion.	Initiator: SDSU School of Theatre, Television, and Film Staff Participant: Production Services Manager, Audric Thompson

Prong 3 Longer Term Initiatives

Initiative 6:

Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.

No.	Dates	Brief Description	Scope of Involvement	Personnel Involved
1	7/1/22 - 12/31/22	Career Fairs	<p>SDSU Research Foundation HR and/or KPBS representatives shared information regarding open positions at KPBS/SDSURF at the following career fairs:</p> <p>2022</p> <ul style="list-style-type: none"> • Diversity & Inclusion Career Fair (Virtual) - 7/21/2022 & 9/9/2022 • 23rd Annual Jobtoberfest - 10/12/2022 • VEC (Veterans Employment Committee) Job & Resource Fair - 11/10/2022 	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS</p>
2	1/1/23 - 6/30/23	Career Fairs	<p>SDSU Research Foundation HR and/or KPBS representatives shared information regarding open positions at KPBS/SDSURF at the following career fairs:</p> <p>2023</p> <ul style="list-style-type: none"> • VEC (Veterans Employment Committee) Job & Resource Fair - 6/21/2023 	<p>Initiators: Organizations listed</p> <p>Staff participants: Various members of SDSU Research Foundation HR Department and/or KPBS</p>

Prepared by Hilary Tavalazzi – 7/2023