



Diversity Statement and Annual Report

For the period of 7/1/20 to 6/30/21

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, KPBS personnel acquisition processes are managed by SDSU and the SDSU Research Foundation.

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. Include qualified diverse candidates in any slate of individuals considered for positions on elected governing boards that Grantee controls
- iii. Provide diversity training for members of Licensee's governing body or board of directors
- ii. Participated in minority or other diversity job fairs
- iii. Provide 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 [Microsoft Word - PolicyFile AY2018 2019v4.docx \(sdsu.edu\)](#) specifically as outlined on Page 60, 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 Bulletin of Graduate Affairs, 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.

During fiscal 21/22 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 has established certain diversity goals for fiscal 21/22 including the following:

-Launch the South Bay Desk by Q3 FY22 with a focus on that geographic area and better serving the Latinx community, restoring border/immigration reporting and adding a multimedia producer to engage digitally with local groups.

-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.

-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.

-Make a list of affinity organizations we should be aligned with for recruiting purposes and participate in activities.

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

-Use grant funding to hire a DEI training consultant at the beginning of 2022 who will help KPBS with the following:

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

-Re-form DEI Council with internal members in January 2022. The Council will include 5-10 people and be a working group that helps keep KPBS accountable to this plan. Council will represent a cross section of backgrounds, departments, responsibilities, age, tenure, gender, sexual orientation, ethnicities, etc. Led by Director of People & Culture until DEI position filled and will meet monthly

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.

All 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 45 to 50 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 a total of 14 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 KPBSTV and FM's broad outreach and recruitment, and compliance with CPB Diversity eligibility requirements and FCC's EEO rules, policies and record-keeping requirements.

FCC EEO Program Report
Stations KPBS-FM/TV, San Diego, CA

Narrative Statement

Board of Trustees, California State University for San Diego State University (SDSU), licensee of noncommercial educational stations KPBS-FM and KPBS(TV) in San Diego, California, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program through its recruitment of full-time job vacancies and its completion of supplemental outreach activities.

As full-time job openings occur, the University utilizes a diverse list of recruitment sources in order to widely disseminate information about open positions and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as: the SDSU and SDSU Research Foundation websites, LinkedIn, HigherEdJobs.com, Glassdoor, Indeed.com, tvjobs.com, the Corporation for Public Broadcasting, Ziprecruiter, NABJ, and several others.

In addition to its regular recruitment procedures for open position, KPBS regularly undertakes several non-vacancy-specific outreach activities to supplement its EEO efforts. During the past two years, these activities have included: at least four events or programs sponsored by educational institutions related to career opportunities in broadcasting; training for management level personnel on methods of ensuring equal employment opportunity and preventing discrimination; participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues; participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting; establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment; and participation in job fairs by station personnel.

KPBS is an on-campus entity of SDSU and its personnel acquisition processes are managed by SDSU and the SDSU Research Foundation. SDSU does not discriminate on the basis of sex, gender, or sexual orientation in its education programs or activities. KPBS seeks to champion diversity and inclusion by reflecting the exceptionally diverse community its serves through its content, programming, community engagement, and staff makeup.

In conclusion, given its routine position recruitment procedures, its completion of supplemental outreach activities, and the EEO policies in place for the University licensee and the broadcast stations, KPBS has been able to achieve broad outreach on employment matters in the past two years.

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 2021

All Full-Time KPBS Jobs Filled 7/1/20 to 6/30/2021

Req No.	Title	Total # of Candidates	# Candidates Interviewed	Type	Last Closed (Filled)	Recruitment Source of Hiree
2020-10914	KPBS North County Multimedia Web Producer	3	1	Full-Time Contract	10/6/2020 3:53:54 PM	Company Website - SDSU Research Foundation
2020-10939	KPBS Midday Edition Producer	36	5	Full-Time Contract	2/17/2021 8:20:22 AM	Internet - LinkedIn
2020-11126	KPBS Corporate Development Marketing & Sales Specialist	14	2	Full-Time Contract	12/16/2020 12:13:37 PM	Referral
2020-11139	KPBS Racial Justice & Social Equity Reporter	119	3	Full-Time Contract	3/30/2021 8:32:05 AM	Company Website - SDSU
2020-11172	KPBS Multimedia Producer - PM Shift	2	2	Full-Time Contract	11/24/2020 3:23:24 PM	Employee Referral
2020-11272	KPBS Director of Grants & Engagement	1	1	Full-Time Contract	1/4/2021 8:16:42 AM	Employee Referral
2020-11331	KPBS Development Coordinator	21	2	Full-Time Contract	4/14/2021 10:37:28 AM	Employee Referral
2020-11334	KPBS Accounting Manager	32	4	Full-Time Contract	4/7/2021 10:47:14 AM	Job Board - Indeed.com
2021-11383	KPBS User Experience Designer	17	3	Full-Time Contract	3/24/2021 1:03:15 PM	Internet - LinkedIn
2021-11400	KPBS Account Executive	21	5	Full-Time Contract	4/20/2021 4:44:38 PM	Company Website - SDS & SDSU Research Foundation
2021-11473	KPBS People & Culture Specialist	30	5	Full-Time Contract	4/27/2021 8:51:07 AM	Company Website - SDSU Research Foundation
2021-11575	KPBS On-Air Fundraising Producer	2	2	Full-Time Contract	5/6/2021 12:13:55 PM	Employee Referral
2021-11600	KPBS Health Reporter	1	1	Full-Time Contract	4/19/2021 11:37:31 AM	Employee Referral
		299	36			

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

Job Number and Title	Count of Candidate by Source
2020-10914, KPBS North County Multimedia Web Producer	1
Hired	1
Company Website - SDSU Research Foundation	1
JobTarget Media Package	0
2020-10939, KPBS Midday Edition Producer	5
Hired	1
Internet - LinkedIn	1
Interviewed	4
Company Website - SDSU	1
Employee Referral	2
Job Board - Indeed.com	1
JobTarget Media Package	0
2020-11126, KPBS Corporate Development Marketing & Sales Specialist	2
Hired	1
Employee Referral	1
Interviewed	1
Job Board - Indeed.com	1
JobTarget Media Package	0
2020-11139, KPBS Racial Justice & Social Equity Reporter	3
Hired	1
Company Website - SDSU	1
Interviewed	2
Employee Referral	1
Other (Non Internet)	1
JobTarget Media Package	0
2020-11172, KPBS Multimedia Producer - PM Shift	2
Hired	1
Employee Referral	1
Interviewed	1
Employee Referral	1

JobTarget Media Package	0
2020-11272, KPBS Director of Grants & Engagement	1
Hired	1
Employee Referral	1
JobTarget Media Package	0
2020-11331, KPBS Development Coordinator	2
Hired	1
Employee Referral	1
Interviewed	1
Job Board - Indeed.com	1
JobTarget Media Package	0
2020-11334, KPBS Accounting Manager	4
Hired	1
Job Board - Indeed.com	1
Interviewed	3
Internet - Other	1
Job Board - Indeed.com	2
JobTarget Media Package	0
2021-11383, KPBS User Experience Designer	3
Hired	1
Internet - LinkedIn	1
Interviewed	2
Job Board - Glassdoor	1
Job Board - Other	1
JobTarget Media Package	0
2021-11400, KPBS Account Executive	5
Hired	2
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Interviewed	3
Employee Referral	3
JobTarget Media Package	0
2021-11473, KPBS People & Culture Specialist	5
Hired	1
Company Website - SDSU Research Foundation	1

Interviewed	4
Job	1
Job Board - Indeed.com	3
JobTarget Media Package	0
2021-11575, KPBS On-Air Fundraising Producer	2
Hired	1
Employee Referral	1
Interviewed	1
Company Website - SDSU Research Foundation	1
JobTarget Media Package	0
2021-11600, KPBS Health Reporter	1
Hired	1
Employee Referral	1
JobTarget Media Package	0
Grand Total	36

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

Job Requisition Number and Job Title	Count of Candidates for Each Source
2020-10914 KPBS North County Multimedia Web Producer	3
Company Website - SDSU Research Foundation	1
Current Employee	2
JobTarget Sites	0
iCIMS Sites	0
2020-10939 KPBS Midday Edition Producer	36
Blank	5
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Craigslist	1
Employee Referral	1
Facebook	3
Indeed.com	1
Job Board	15
Job Board - Other	3
Job Fair	1
LinkedIn	1
Monster	2
Neuvoo	1

JobTarget Sites	0
Other iCIMS Sites	0
2020-11126, KPBS Corporate Development Marketing & Sales Specialist	14
Indeed.com	1
Job Board	12
Referral	1
JobTarget Sites	0
Other iCIMS Sites	0

2020-11139, KPBS Racial Justice & Social Equity Reporter	119
Company Website - SDSU	6
Company Website - SDSU Research Foundation	16
Employee Referral	5
Facebook	4
HigherEdJobs	1
Indeed.com	7
Job Board	37
Job Fair	1
LinkedIn	20
Neuvoo	11
Referral	7

Social Network	2
Talentify	2
JobTarget Sites	0
Other iCIMS Sites	0
2020-11172, KPBS Multimedia Producer - PM Shift	2
Employee Referral	2
JobTarget Sites	0
iCIMS Sites	0
2020-11272, KPBS Director of Grants & Engagement	1
Employee Referral	1
JobTarget Sites	0
iCIMS Sites	0

2020-11331, KPBS Development Coordinator	21
Blank	3
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
Current Employee	1
Employee Referral	1
Job Board	8
Job Board - Other	1
LinkedIn	3

Referral	1
JobTarget Sites	0
Other iCIMS Sites	0
2020-11334, KPBS Accounting Manager	32
Blank	1
Company Website - SDSU	2
Company Website - SDSU Research Foundation	2
Employee Referral	2
Indeed.com	2
Internet - Other	4
Job Board	2
LinkedIn	14
Neuvoo	2
Referral	1
JobTarget Sites	0
Other iCIMS Sites	0
2021-11383, KPBS User Experience Designer	17
Blank	2
Company Website - SDSU	1
Company Website - SDSU Research Foundation	2
Employee Referral	2
Facebook	1

LinkedIn	3
Internet - Other	1
Job Board- Other	2
Monster.com	1
Referral	1
Talentify	1
JobTarget Sites	0
Other iCIMS Sites	0
2021-11400, KPBS Account Executive	21
Company Website - SDSU	1
Company Website - SDSU Research Foundation	1
Employee Referral	2
Indeed.com	1
Job Board	14
LinkedIn	2
JobTarget Sites	0
Other iCIMS Sites	0
2021-11473, KPBS People & Culture Specialist	30
Blank	1
Company Website - SDSU	3
Company Website - SDSU Research Foundation	4
Indeed.com	3

Internet - Other	1
Job Board	5
Job Board - Other	1
LinkedIn	7
Neuvoo	3
Referral	1
Talentify	1
JobTarget Sites	0
Other iCIMS Sites	0
2021-11575, KPBS On-Air Fundraising Producer	2
Employee Referral	1
Company Website - SDSU Research Foundation	1
JobTarget Sites	0
iCIMS Sites	0
2021-11600, KPBS Health Reporter	1
Employee Referral	1
JobTarget Sites	0
iCIMS Sites	0
Grand Total	299

JobTarget Compliance Post 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>

Site	URL	Audience	Summary
Job Opportunities for Disabled American Veterans (JOFDAV)	https://www.jofdav.com	Disabled Veterans	Information provided by and about the site: <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.• JOFDAV is also an Microsoft Imagine Academy, working work 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.
Women in Business and Industry	http://www.wib-i.com	Women	Information provided by the site: <ul style="list-style-type: none">• Over 600,000 visitors per month.• Specifically conduct outreach to Women 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.

Veterans Enterprise	http://www.veteransenterprise.com	Veterans	Information provided by the site: <ul style="list-style-type: none"> • Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site. • Over 500,000 visitors per month.
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JobTarget CompliancePost Media Package Sites

These Job Boards are Subject to Change Without Notice

Site	URL	Audience	Summary
disABLED Person	https://www.disabledperson.com	Individuals with Disabilities	Information provided by and about the site: <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. • disABLEDperson, Inc. is also an Microsoft Imagine Academy, working work 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.

Black Perspective	http://www.blackperspective.com	African Americans	Information provided by the site: <ul style="list-style-type: none"> • Over 400,000 visitors per month. • 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.
Hispanic Today	http://www.hispanic-today.com	Hispanic & Latino	Information provided by the site: <ul style="list-style-type: none"> • Over 300,000 visitors per month. • 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.

JobTarget CompliancePost Media Package Sites

These Job Boards are Subject to Change Without Notice

Site	URL	Audience	Summary
Women for Hire	http://womenforhire.com/	Women. Added May 2016	Information provided by the site: <ul style="list-style-type: none"> • The Women for Hire site was named by Forbes as one of the top 100 websites for women. • Up to 200,000 unique visitors each month.

EmployDIVERSITY	https://www.employdiversity.com	Diversity. Added November 2016.	<p>Statistics provided by the site:</p> <ul style="list-style-type: none"> • Average 50,000 visitors per month <p>Demographics:</p> <ul style="list-style-type: none"> • African Americans-48% • Women – 46% • Hispanics-30% • Asians-15% • LGBT-5% <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. Added January 2017.	<p>Statistics posted on the site:</p> <ul style="list-style-type: none"> • Over 2.43 million jobseekers using the site • All jobs are matched and pushed to Military candidates 24/7 • Over 252,000 documented hires.
Military Vet Jobs	http://militaryvetjobs.com/	Veterans. Added August 2017.	<p>Information provided by the site:</p> <ul style="list-style-type: none"> • A veteran own job board with 80,000+ unique site visitors per month. • 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.

JobTarget Compliance Post Media Package Sites

These Job Boards are Subject to Change Without Notice

Site	URL	Audience	Summary
Disability Solutions at Work/Ability Beyond	http://disabilitysolutionsatwork.org/	Individuals with Disabilities	Information provided by the site: <ul style="list-style-type: none">• Disability Solutions, a nonprofit consulting service who creates inclusion strategies for national companies.• 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	Information provided by the site: <ul style="list-style-type: none">• 1.5 million members.• Averaging 1,000 new members daily.• 1 million monthly unique visitors.• 10 million pieces of content are consumed per month.• 200 thousand member-to-member interactions per month.• Listed as a resource on the OFCCP website• Backed by two former US military's Joint Chiefs of Staff.• In December of 2018 RallyPoint signed an MOU with the Veterans Administration to improve veteran outcomes and experiences.
Hire Heroes USA	https://www.hireheroesusa.org/	Veteran and Military Spouses	Information provided by the site: <ul style="list-style-type: none">• A veteran run job site with hundreds of job-seeking veterans and military spouses registering monthly.• 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.• They are also listed as a resource on the OFCCP website

<p>Ability Beyond</p>	<p>https://abilitybeyond.org/</p>	<p>Individuals with Disabilities</p>	<p>Information provided by the site:</p> <ul style="list-style-type: none"> ● 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. ● Leveraged over 60 years of employment experience to source qualified talent ● 50 years experience ● 265 employers <ul style="list-style-type: none"> ○ 504 people placed in jobs annually ○ 1050 people supported annually
<p>CalJobs</p>	<p>https://www.caljobs.ca.gov/vosnet/Default.aspx</p>	<p>People of California</p>	<p>Information provided by the site:</p> <ul style="list-style-type: none"> ● California’s online resource to help job seekers and employers navigate the state’s workforce services.
<p>SDSU - Joan and Art Barron Veterans Center (JABVC)</p>	<p>https://arweb.sdsu.edu/es/veterans/</p>	<p>Active Military, Military Veterans, Spouses and Dependent Children</p>	<p>Information provided by the site:</p> <ul style="list-style-type: none"> ● 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.

San Diego Community College District (SDCCD)	https://www.sdccd.edu/	All	Information provided by the site: <ul style="list-style-type: none"> ● One of the largest of California’s 73 community college districts, serving approx. 100,000 students annually among three accredited colleges. <ul style="list-style-type: none"> ○ Well-established public institution of higher learning.
San Diego Regional Center (SDRC)	https://www.sdrc.org/	Individuals and Families of Persons with Developmental Disabilities	Information provided by the site: <ul style="list-style-type: none"> ● To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners. ● 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. ● Private, non-profit 501n c (3) organization that contracts with the State of California to provide services outline in the Lanterman Developmental Disabilities Services Act. <ul style="list-style-type: none"> ○ 1 of 21 regional centers throughout CA
The Arc of San Diego	https://www.arc-sd.com/	Individuals with Disabilities	Information provided by the site: <ul style="list-style-type: none"> ● One of the region's largest private, not-for-profit human-service agencies. ● 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	Information provided by the site: <ul style="list-style-type: none"> ● Focus on vocational skills training and educations advancement for those seeking employment ● Had 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

101 Crawfords Corner Road Suite 3-100 Holmdel, NJ 07733

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

SDSU Research Foundation

Gateway Center

5250 Campanile Drive San Diego, CA 92182

619-594-1900

<https://www.foundation.sdsu.edu>

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	9/26/20	Guest Speaker for Aaron Price Fellows - Youth Program for Media Literacy Day.	Education Reporter spoke to a group of junior high and high school students and discussed his career in journalism, navigating distance learning and how to use media to educate the community.	Aaron Price Fellows Program is the initiator. Staff participants: Education Reporter Joe Hong, Reporter Tarryn Mento, News & Investigations Desk Editor David Washburn.
2	3/16/21	Participation in the Career Technical Education Advisory Council at Steele Canyon High School.	KPBS News Producer met with a class of high school students on the subject of media productions. Students got to ask questions and hear from a working journalist about his experiences first-hand.	Steele Canyon High School is the initiator. Staff participants: News Reporter Evening Edition Bennett Lacy.
3	4/17/21	Panelists for annual all-campus and community event: Explore SDSU Open House.	Newsroom Coordinator along with four student assistants shared information and opportunities about working for the station while educating prospective students, veterans, alumni and members of the SDSU community.	SDSU is the initiator. Staff participants: News coordinator Angela Dessens-Scholey and four part time student assistants.
4	2020-2021	Community Conversations/ San Diego Conversations Podcast	KPBS in partnership with the National Conflict Resolution Center (NCRC) hosts solutions-focused, educational discussions on issues important to our region. These conversations are held quarterly and include a panel of notable experts to discuss critical and current topics. The purpose of this program is to bring together people of all backgrounds to share their thoughts and solutions.	KPBS/NCRC are the initiators. Staff participants: various employees in the news department.

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	2020-2021	California State University (CSU) Learn - Learning Management System (LMS): Compliance Training	Staff and new hires are assigned mandatory compliance training by SDSURF HR. Courses Include: Understanding Unconscious Bias, Workplace Diversity, Understanding Business Ethics, Avoiding Conflict of Interest, Workplace Violence and Threads from Outside the Workplace.	SDSU Research Foundation is the initiator. All KPBS staff are required to complete.
2	9/2020	San Diego Employers Association (SDEA): Management Essentials Certificate Program	This 9 week certificate course focuses on leadership capabilities for new managers and those interested in expanding their leadership capabilities. The course covers technical and people skills such as employment, management, communication, and performance. All participants in attendance received a certification in the course.	SDEA is the initiator. Staff participants: Production Services Manager Audric Thompson and five front line staff.
3	9/2020	CPB - Preventing Harassment and Discrimination (Management & Non-Management)	All employees of KPBS are required to complete this course on Preventing Harassment and Discrimination on an annual basis. The course trains managers and non-managers on how to cultivate and maintain a workplace culture resistant to discrimination, harassment, and retaliation.	CPB is the initiator. All KPBS staff are required to complete.

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	6/1/21 - 6/4/21	2021 Public Media Business Association (PBMA) All Access Annual Conference (Virtual)	Specific to public media, the conference covered educational topics to include workplace culture, compliance, diversity, development, navigating change, best practices and leadership.	PMBA is the initiator: Staff participants: various KPBS employees and managers
2	2020-2021	Community Conversations/ San Diego Conversations Podcast	See description reference under Initiative 1 above. These programs are a collaboration between KPBS and the National Conflict Resolution Center. Four times a year, a topic of importance to the region is features and panel discussion/ conversation about it takes place. 9/17/20 - Education Experts Panel Discussion 12/2/20 - Keeping Our Democracy: What Now? 1/15/21 - Reexamining Distance Learning 4/9/21 - The Pandemic's Impact On Vulnerable Students	KPBS/NCRC are the initiators: Staff participants: Education reporter Joe Hong, Freelance Producer Pat Finn and Senior News Editor Mark Sauer
3	12/3/20	Guest Speaker on Decolonizing Science Webinar	Discussion on how to include more equity and diversity coverage in the science realm, and what work is being done at KPBS to do so.	San Diego is the initiator. Staff participant: Science Reporter Shalina Chatlani
4	2/4/21	Panelist for 2021 Coronado Community READ	KPBS Freelance Reporter was a panelist for this event, discussing race and the news, and how to improve media coverage for minorities.	Coronado Public Library is the initiator. Staff participant: Freelance Reporter Emanuel (Max) Rivlin-Nadler.

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	Spring/ Summer 2021	John Frederick Reeves Scholarship opportunity for SDSU students working as part time assistants at KPBS.	With the help of the SDSU scholarship office, and in conjunction with The Campanile Foundation, KPBS selected three SDSU per time student assistants 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. Each scholarship recipient was awarded \$5,000 for tuition or any college related expenses for the 2021-2022 school year.	KPBS, SDSU Scholarship Office and The Campanile Foundation are the initiators. Staff Participants: Members of KPBS Management Council were involved in the selection process. KPBS selected three current PT assistant SDSU students as scholarship recipients.

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 2020 - Spring 2021	Assistant News Producer Intern for KPBS Evening Edition (Penner Fellow).	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.	KPBS is the initiator. An SDSU student was selected as the Penner Fellow. Staff Participants: Executive Producer Natalie Walsh and Director of People & Culture Brenda Foster.
2	Fall 2020; Spring 2021; Summer 2021	Established as an internship site for SDSU student interns interested in careers in broadcasting, video, and audio production.	KPBS was selected 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 took in three interns: one during Fall 2020, one during Spring 2021, and one during Summer 2021. Interns are paid and work approximately 50 hours during the semesters to earn college credit after completion.	SDSU TFM department is the initiator. 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	7/1/20 - 12/31/20	Virtual Career Fairs	<p>SDSU Research Foundation HR representatives shared information regarding open positions at KPBS/SDSURF at the following career fairs:</p> <p>2020</p> <ul style="list-style-type: none"> ● Grossmont Career Academy Fair - 7/14/2020 ● SDSU Fall Career & Internship Fair - 9/20/2020 ● Jobtoberfest -10/13/2020 ● Veterans Fair - 11/5/2020 	<p>The organizations listed are the initiators and event hosts. Staff participants include various members of SDSU Research Foundation HR Department.</p>
2	1/1/21 - 6/30/21	Virtual Career Fairs	<p>SDSU Research Foundation HR representatives shared information regarding open positions at KPBS/SDSURF at the following career fairs:</p> <p>2021</p> <ul style="list-style-type: none"> ● SDSU Spring 2021 Career & Internship Fair - 2/11/2021 ● SDSU Just In Time Fair - 4/8/2021 ● Veterans Fair - 6/23/2021 	<p>The organizations listed are the initiators and event hosts. Staff participants include various members of SDSU Research Foundation HR Department.</p>