

## 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
		<b>299</b>	<b>36</b>			

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

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

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

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

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

Job Requisition Number and Job Title	Count of Candidates for Each Source
<b>2020-10914 KPBS North County Multimedia Web Producer</b>	<b>3</b>
Company Website - SDSU Research Foundation	1
Current Employee	2
JobTarget Sites	0
iCIMS Sites	0
<b>2020-10939 KPBS Midday Edition Producer</b>	<b>36</b>
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
<b>2020-11126, KPBS Corporate Development Marketing &amp; Sales Specialist</b>	<b>14</b>
Indeed.com	1
Job Board	12
Referral	1
JobTarget Sites	0
Other iCIMS Sites	0

<b>2020-11139, KPBS Racial Justice &amp; Social Equity Reporter</b>	<b>119</b>
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
<b>2020-11172, KPBS Multimedia Producer - PM Shift</b>	<b>2</b>
Employee Referral	2
JobTarget Sites	0
iCIMS Sites	0
<b>2020-11272, KPBS Director of Grants &amp; Engagement</b>	<b>1</b>
Employee Referral	1
JobTarget Sites	0
iCIMS Sites	0

<b>2020-11331, KPBS Development Coordinator</b>	<b>21</b>
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
<b>2020-11334, KPBS Accounting Manager</b>	<b>32</b>
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
<b>2021-11383, KPBS User Experience Designer</b>	<b>17</b>
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
<b>2021-11400, KPBS Account Executive</b>	<b>21</b>
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
<b>2021-11473, KPBS People &amp; Culture Specialist</b>	<b>30</b>
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
<b>2021-11575, KPBS On-Air Fundraising Producer</b>	<b>2</b>
Employee Referral	1
Company Website - SDSU Research Foundation	1
JobTarget Sites	0
iCIMS Sites	0
<b>2021-11600, KPBS Health Reporter</b>	<b>1</b>
Employee Referral	1
JobTarget Sites	0
iCIMS Sites	0
<b>Grand Total</b>	<b>299</b>

## **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>

<b>Site</b>	<b>URL</b>	<b>Audience</b>	<b>Summary</b>
<b>Job Opportunities for Disabled American Veterans (JOFDAV)</b>	<a href="https://www.jofdav.com">https://www.jofdav.com</a>	Disabled Veterans	Information provided by and about the site: <ul style="list-style-type: none"><li>• Over 60,000 visitors per month.</li><li>• Listed as a resource on Disability.gov.</li><li>• Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.</li><li>• 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.</li></ul>
<b>Women in Business and Industry</b>	<a href="http://www.wib-i.com">http://www.wib-i.com</a>	Women	Information provided by the site: <ul style="list-style-type: none"><li>• Over 600,000 visitors per month.</li><li>• 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.</li></ul>

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

*These Job Boards are Subject to Change Without Notice*

Site	URL	Audience	Summary
disABLED Person	<a href="https://www.disabledperson.com">https://www.disabledperson.com</a>	Individuals with Disabilities	<p>Information provided by and about the site:</p> <ul style="list-style-type: none"> <li>• Over 60,000 visitors per month.</li> <li>• Listed as a resource on the OFCCP website.</li> <li>• Listed as a resource on Disability.gov.</li> <li>• Listed as a resource on Employer Assistance and Resource Network on Disability Inclusion (EARN) site.</li> <li>• 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.</li> </ul>

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

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

<b>EmployDIVERSITY</b>	<a href="https://www.employdiversity.com">https://www.employdiversity.com</a>	Diversity. Added November 2016.	<p>Statistics provided by the site:</p> <ul style="list-style-type: none"> <li>• Average 50,000 visitors per month</li> </ul> <p>Demographics:</p> <ul style="list-style-type: none"> <li>• African Americans-48%</li> <li>• Women – 46%</li> <li>• Hispanics-30%</li> <li>• Asians-15%</li> <li>• LGBT-5%</li> </ul> <p>EmployDiversity has developed strategic marketing networks and relationships with minority colleges, nonprofit organizations, minority student professional groups, diversity focused chambers of commerce.</p>
<b>US Military Pipeline</b>	<a href="https://usmilitarypipeline.com">https://usmilitarypipeline.com</a>	Veterans. Added January 2017.	<p>Statistics posted on the site:</p> <ul style="list-style-type: none"> <li>• Over 2.43 million jobseekers using the site</li> <li>• All jobs are matched and pushed to Military candidates 24/7</li> <li>• Over 252,000 documented hires.</li> </ul>
<b>Military Vet Jobs</b>	<a href="http://militaryvetjobs.com/">http://militaryvetjobs.com/</a>	Veterans. Added August 2017.	<p>Information provided by the site:</p> <ul style="list-style-type: none"> <li>• A veteran own job board with 80,000+ unique site visitors per month.</li> <li>• 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.</li> </ul>

**JobTarget Compliance Post Media Package Sites***These Job Boards are Subject to Change Without Notice*

<b>Site</b>	<b>URL</b>	<b>Audience</b>	<b>Summary</b>
<b>Disability Solutions at Work/Ability Beyond</b>	<a href="http://disabilitysolutionsatwork.org/">http://disabilitysolutionsatwork.org/</a>	Individuals with Disabilities	Information provided by the site: <ul style="list-style-type: none"><li>• Disability Solutions, a nonprofit consulting service who creates inclusion strategies for national companies.</li><li>• More than 400,000 people with disabilities, including veterans, visit the site every month to find their next career opportunity.</li></ul>
<b>RallyPoint</b>	<a href="https://www.rallypoint.com/">https://www.rallypoint.com/</a>	Veterans	Information provided by the site: <ul style="list-style-type: none"><li>• 1.5 million members.</li><li>• Averaging 1,000 new members daily.</li><li>• 1 million monthly unique visitors.</li><li>• 10 million pieces of content are consumed per month.</li><li>• 200 thousand member-to-member interactions per month.</li><li>• Listed as a resource on the OFCCP website</li><li>• Backed by two former US military's Joint Chiefs of Staff.</li><li>• In December of 2018 RallyPoint signed an MOU with the Veterans Administration to improve veteran outcomes and experiences.</li></ul>
<b>Hire Heroes USA</b>	<a href="https://www.hireheroesusa.org/">https://www.hireheroesusa.org/</a>	Veteran and Military Spouses	Information provided by the site: <ul style="list-style-type: none"><li>• A veteran run job site with hundreds of job-seeking veterans and military spouses registering monthly.</li><li>• All jobseekers are verified with proof of military service, or being a military spouse, before gaining access to the job board.</li><li>• 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.</li><li>• They are also listed as a resource on the OFCCP website</li></ul>

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



<b>San Diego Community College District (SDCCD)</b>	<a href="https://www.sdccd.edu/">https://www.sdccd.edu/</a>	All	Information provided by the site: <ul style="list-style-type: none"> <li>● 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"> <li>○ Well-established public institution of higher learning.</li> </ul> </li> </ul>
<b>San Diego Regional Center (SDRC)</b>	<a href="https://www.sdrc.org/">https://www.sdrc.org/</a>	Individuals and Families of Persons with Developmental Disabilities	Information provided by the site: <ul style="list-style-type: none"> <li>● To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.</li> <li>● 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.</li> <li>● 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"> <li>○ 1 of 21 regional centers throughout CA</li> </ul> </li> </ul>
<b>The Arc of San Diego</b>	<a href="https://www.arc-sd.com/">https://www.arc-sd.com/</a>	Individuals with Disabilities	Information provided by the site: <ul style="list-style-type: none"> <li>● One of the region's largest private, not-for-profit human-service agencies.</li> <li>● A rich tradition of developing quality programs promoting social, economic, and personal independence.</li> <li>● Accredited by the Commission on Accreditation of Rehabilitation Facilities, CARF, which stands as a symbol of our commitment to the highest quality of service.</li> </ul>
<b>Able-Disabled Advocacy</b>	<a href="https://www.able2work.org/">https://www.able2work.org/</a>	Military Veterans and Adults with Disabilities	Information provided by the site: <ul style="list-style-type: none"> <li>● Focus on vocational skills training and educations advancement for those seeking employment</li> <li>● Had provided services to San Diego County for over 46 years, placing over 12,000 individuals into jobs.</li> </ul>

## **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/>

<b>LinkedIn</b>	<a href="https://www.linkedin.com">https://www.linkedin.com</a>
<b>Indeed</b>	<a href="https://www.indeed.com">https://www.indeed.com</a>
<b>DirectEmployers</b>	<a href="https://directemployers.org">https://directemployers.org</a>
<b>Glassdoor</b>	<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>
<b>Monster</b>	<a href="https://www.monster.com/">https://www.monster.com/</a>
<b>RecruitNet</b>	<a href="https://www.recruit.net/">https://www.recruit.net/</a>

### **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.

<b>No.</b>	<b>Dates</b>	<b>Brief Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
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><b>2020</b></p> <ul style="list-style-type: none"> <li>● Grossmont Career Academy Fair - 7/14/2020</li> <li>● SDSU Fall Career &amp; Internship Fair - 9/20/2020</li> <li>● Jobtoberfest -10/13/2020</li> <li>● Veterans Fair - 11/5/2020</li> </ul>	<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><b>2021</b></p> <ul style="list-style-type: none"> <li>● SDSU Spring 2021 Career &amp; Internship Fair - 2/11/2021</li> <li>● SDSU Just In Time Fair - 4/8/2021</li> <li>● Veterans Fair - 6/23/2021</li> </ul>	<p>The organizations listed are the initiators and event hosts. Staff participants include various members of SDSU Research Foundation HR Department.</p>