



Diversity and Inclusion Report

At the center of a uniquely engaged Northwest culture is OPB. We are the hub of a community that thrives on dialogue, public involvement, respect and a love for this place we call home.

OPB serves our community with public service journalism that connects us to each other and to our state, region, nation, and the world. We provide in-depth, trusted news and award-winning, accessible content that no other media outlet in the region can offer. This content can be accessed anywhere, at any time on OPB TV, OPB Radio, opb.org, and on a variety of digital and social media platforms.

OPB places special emphasis on creating content that features the people, places and issues of importance to those in the Northwest—stories that simply would not be told elsewhere. Our newsroom expands across the region, from southern Washington to southern Oregon, to deliver in-depth reporting in news, arts and culture, and the environment. We offer this content leveraging our powerful broadcast and digital platforms.

OPB's Mission

Oregon Public Broadcasting: giving voice to the community, connecting Oregon and its neighbors, illuminating a wider world.

OPB's Commitment to Diversity, Equity and Inclusion

OPB values our listeners, viewers, and readers, and the unique blend of ideas and attitudes that they bring to Oregon and the Northwest. We strive to recruit and retain staff who will further our mission serving our community in all its diversity, and we are wholly committed to doing so. Our goal is for OPB to be a welcoming and inclusive organization.

We define diversity as the variety of differences among people, such as gender, race, ethnicity, tribe, age, religion, language, nationality, disability, sexual orientation, ability,

work style, work experience, job role and function, thinking style, personality type, socio-economic status, etc.

OPB reinforces our commitment to diversity, equity and inclusion through our employment policies:

OPB is committed to maintaining a work environment of mutual respect and dignity. To further this commitment OPB has a policy regarding nondiscrimination and equal employment opportunity, which all employees must follow. Additionally, all employees, volunteers, interns, and contractors are expected to act responsibly and help maintain a successful and respectful working environment. Anyone found in violation of this policy will be subject to discipline up to and including dismissal.

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

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

Information, Activities and Initiatives

OPB's workforce has a wealth of diversity in race, ethnicity, nationality, gender, sexual orientation, age, ability, socio-economic status, etc. In 2017, we had 153 regular status employees, in 2018 our numbers grew to 168, and currently we have 175 staff. According to the definitions of the Equal Employment Opportunity Commission, for 2017, 14% of OPB's staff identified as people of color and 51% identified as female. In 2018, 17% of our staff identified as people of color and 50% as female. Currently, 17% of our staff identify as people of color and 53% as female. In 2018, 15% of our board identified as people of color and 46% identified as female. In 2019, 15% of our board identifies as people of color and 50% identify as female.

Annual Initiatives

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

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

OPB joined NPR and two dozen other public media organizations from across the country again this year as part of the public media recruiting efforts called Think Public Media at the following 2019 conventions and their associated career fairs:

- National Association of Black Journalists (NABJ) considered the nation's largest annual gathering of journalists of color;
- Asian American Journalists Association (AAJA), and
- National Association of Hispanic Journalists (NAHJ).
- The OPB staff attending the various conferences and staffing the career fair booth included: OPB's recruitment manager, several reporters, and a digital producer.

OPB continuously evolves our internship program. During the past year, we provided 20 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers the following paid internships:

- This year, OPB was the first media organization to host a paid intern through Asian American Journalism Association Portland and SPJ Oregon Territory Chapter's Emerging Northwest Internship. The goal of the internship was to promote underrepresented voices in the Pacific Northwest. The chosen intern served as Production Assistant in our newsroom, writing copy, covering breaking news and producing feature stories.
- In 2017, OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. OPB placed one intern in this program this year. They worked in our daily news talk show, "Think Out Loud".
- OPB offers the [Jon R. Tuttle Journalism and Production Diversity Internship](#). This internship is intended to increase participation of racial and/or ethnic minorities,

as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public media. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern this summer. They worked in our Science and Environment unit.

- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB, along with other Oregon college educators and Northwest news media organizations, give accomplished students professional training in community journalism through 10-week summer internships. OPB is the only non-print media organization in Oregon in this program. This year, OPB had one Snowden intern on our Digital Content team.

Additionally, we partnered with the Center for Equity and Inclusion this past year to more intentionally focus on equity and inclusion. As a part of this work, we created an equity team of diverse staff from across the organization and at all levels. The senior executives have been engaged in further training around equity and inclusion and the board has been involved.

This past spring, we conducted a source audit for the third time. This work allows us to look at each content group and track their use of sources by race, gender, etc., over time and focuses the conversation about where we need to improve our use of diverse sources.

Activities for the coming year

- Build on our partnership with the Center for Equity and Inclusion to more intentionally build an organizational culture of equity and inclusion.
 - Create an equity statement, lens and plan
 - Engage the board more fully in this work
 - Complete an initial cultural assessment, including conducting focus groups of specific staff groups (i.e.: staff of color)
- Continue to post all jobs with groups whose membership focuses on women and people of color.
- Continue to be actively involved in Think Public Media and attend the sponsored journalism conferences to build relationships and recruit potential diverse candidates.

- Continue to expand our internship program, focusing on creating paid internships for individuals underrepresented in public media.
- Continue to ensure our supervisors think differently about hiring, strengthening our ability to include diverse candidates for every interview pool.
- Conduct another source audit to track our progress in diversifying sources.