



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, as one of the leading public media organizations in the U.S, knows that our success depends on what we do to serve the people who live here.

At OPB, we are continually developing new ways to engage people through media. We create award-winning content, report on news that matters, and aggregate the best national and international stories and programs. We distribute it all on multiple platforms-with a robust technical backbone that allows viewers, listeners and readers to find us anywhere, at any time. And, we do it all with a singular Northwest style and perspective.

OPB's Mission

Giving voice to the community. Connecting Oregon and its neighbors.
Illuminating a wider world.

Our Goal

OPB values our listeners, viewers and readers and the unique blend of ideas and attitudes that they bring to Oregon and the Northwest. We know it is our responsibility to find those who will further our mission by giving voice to our community in all its diversity, and we are wholly committed to doing so.

OPB's workforce represents our communities, with a wealth of diversity in race and ethnicity, nationality, gender, sexual orientation, age, disability, socio-economic status, etc.

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."

Sixty-three percent of OPB's supervisors are female and 17 percent of all supervisors are racially and/or ethnically diverse.

Also, employment opportunities at OPB are posted on the [OPB website](#). The employment opportunities landing page includes our goal, stated above, to ensure all who may consider employment at OPB are aware of OPB's continued commitment to reflect the richness of diversity in our community.

Further, job opportunities are sent, or posted, to many local, regional, and national diversity 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, Women in Film 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), Latinos in Information Science and Technology Association, Women in Technology International, South Asia Journalists Association, and Goodwill Job Connection. More information about our employment recruitment sources and efforts can be found in our annual [FCC EEO Report](#).

ACTIVITIES AND INITIATIVES

OPB's commitment and efforts relating to inclusion and diversity continue and include a number of outreach efforts both locally, regionally, and nationally, providing meaningful professional-level internship programs for diverse individuals, and participating in minority or other diversity job fairs.

- Throughout the year, OPB's Manager of Recruitment and Benefits meets and speaks with students in person, via telephone, and via email to answer questions and provide guidance about the job search process and also to facilitate visits to OPB where students interested in media careers may spend a day onsite and sit in on the news meetings and the production of OPB's daily radio public-affairs talk show, "Think Out Loud."
- OPB's Manager of Volunteer Resources visited the University of Oregon's School of Journalism and Communications on November 16 and 17, 2016, talking with 11 classes about working in public media. She also conducted multiple faculty visits, hosted an informational session for students, and presented to an estimated total of 400 students.
- In fall 2017, OPB's executive producer of the long-running program, Oregon Art Beat (OAB), provided a presentation for the Oregon Arts Educators Association, letting approximately 250 K-12 and higher education teachers/professors know about the work of OAB. We broke into smaller groups afterward to discuss how teachers can benefit from our work in the classroom.
- On October 17, 2016, OPB's Manager of Volunteer Resources visited a Journalism class at Portland Community College to talk about working in public media and OPB's internship opportunities for students.
- OPB participated in the Northwest Youth Careers Expo on March 14, 2017. This large event hosted more than 6,000 high school students from more than 75 schools across Oregon and SW Washington. OPB presented information about careers in journalism, broadcasting, engineering, and fundraising.
- OPB's general counsel and attorney were on an entertainment law panel at Lewis & Clark Law School in November 2016. They spoke to students

about interning at OPB and the legal skills required of attorneys working in the entertainment and broadcast industry.

- OPB was a partner station in the CPB-funded NGL (Next Generation Leadership) program – a professional development program designed to help public media expand diversity among its programming executives by identifying and training new and diverse senior and executive producers and other content leaders in television, film, radio, and digital platforms. OPB was one of eight public media organizations to participate. This effort was led by OPB’s VP of TV Production.
- In May, OPB’s senior producer with our long-running program, Oregon Field Guide, helped Soul Rivers Inc., a local nonprofit that connects inner city youth, primarily African American, with military veterans as part of an outdoor program. Specific help involved giving journalist-feedback and advice for the media arm of their program.
- In August 2017 OPB’s attorney spoke to a group of first-year law students at Lewis & Clark Law School about professionalism and ethics in the legal industry. OPB was invited to do this by the law school’s career office. OPB sees this as an opportunity to recruit future interns.
- In spring 2017, OPB’s senior producer with our long-running program, Oregon Field Guide, spoke at the invitation of the Japanese American Society of Oregon. The Society reached out to OPB as a result of OPB’s multi-media production surrounding earthquake preparedness. The purpose was to debrief a group of business leaders from Portland prior to their visit to Japan to better understand earthquake preparedness.
- In November 2017, OPB’s general counsel will be working with a legal writing class at Lewis & Clark Law School, giving them a real-life legal issue to research for OPB. The general counsel was invited to do this by the writing professor. One of OPB’s 2017 summer interns will be the teaching assistant in that class.

Recruiting

This year OPB's chief content officer, executive editor of news, VP of programming, recruitment manager, education reporter, and a digital producer (not all at the same events) represented both OPB and the recently-formed Public Media Village* at the following 2017 Annual Conventions and Career Fairs:

1. NABJ (National Association of Black Journalists) (considered the nation's largest annual gathering of minority journalists);
 2. AAJA (Asian American Journalists Association); and
 3. Excellence in Journalism (EIJ), a collaboration of the National Association of Hispanic Journalists (NAHJ), the Native American Journalists Association (NAJA), the Radio Television Digital News Association (RTDNA), and the Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high caliber training.
- *As part of the public media village (30+ public media organizations combined efforts to make a big impact at these conventions), OPB's team actively met with many journalists at the conventions' Career Fairs. OPB purposefully timed a number of job opportunities to coincide with these conventions.

Internships

OPB continues our robust internship program. OPB's internships are updated and enhanced annually (see more information in the internships descriptions below). During the past year, OPB provided 24 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers four paid internships.

- This year OPB introduced a new paid [Internship for Emerging Journalists](#), creating another public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB's long-standing Jon R. Tuttle Journalism and Production Minority Internship. OPB placed one intern in this program this year.
- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This minority 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.

- 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. OPB had one Snowden intern this past year.

Additional Information regarding Unpaid Internship Opportunities

Content Creation Internships (year-round):

OPB seeks intern candidates to participate in content creation at OPB. OPB relies on a multi-platform approach. Content creators in all departments are tasked with generating story elements that will be translatable to more than one medium. We seek students with experience and interest in all parts of the storytelling and production process. Content Creation Interns may be placed in departments such as TV Production, News, Digital Content or Music. Projects and programs may include Oregon Art Beat, Think Out Loud, State of Wonder, opbmusic and more. Internship opportunities in these areas vary a great deal, dependent on the time of year, current projects and the needs of the organization. We strive to place students in internships that align with their skills and interest. This past year there were 23 interns involved in content creation.

Content Creation Internship Opportunities include:

- Field Videography/Studio Production
- Field Recording/Audio Production (using Audition)
- Graphic Design (using Adobe CS and other tools)
- Interviewing
- Moving Graphic Design (using Adobe Aftereffects)
- Multimedia Journalism Content (creating pieces to enhance written content)

- Music (working with music cultivation, artists, events, daily station tasks)
- News gathering, reporting, writing
- Photography
- Research (historical, primary sources, compiling)
- Sound recording and editing (using ProTools or Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using FinalCut Pro, AVID or Premiere)
- Writing for web

Business and Operational Internships (year-round):

OPB seeks intern candidates for departments throughout the organization. Our internship programs provide students with the opportunity to observe and participate in the daily activities and long-term projects involving all areas of OPB's work. Business and Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human and Volunteer Resources, Programming and more. There were 3 business and operational interns this past year.

Business and Operational Internship Opportunities include:

- Broadcast engineering (technical management)
- Fundraising (various disciplines including planned giving, member communications, donor programs and more)
- Graphic Design (using Adobe CS and other tools)
- Human and Volunteer Resource strategy, Organizational Communications
- Marketing Communications
- Moving Graphic Design (using Adobe Aftereffects)
- Legal
- Photography
- Public Relations
- Research (government policy, industry trends, labor law)
- Social Media Marketing
- Software development (Django, python, iOS, Android)

International Partnerships and Fellowships

OPB partnered with the International Center for Journalists (ICFJ) and the State Department to host and provide information to visiting journalists. The International Center for Journalists was established in 1984 as a private, nonprofit organization. The Center helps the news media attain the highest possible standards, fulfill their role as reliable servants of the public, strengthen the independence of the press and broaden news coverage of local and global issues. The Center believes that a professional and well-informed press benefits not only its immediate audience, but people everywhere. For this reason, ICFJ fosters the widest possible exchange of views and information among journalists worldwide and collaborates with newspapers, radio stations, television companies and media assistance organizations in the United States and abroad. Since its establishment, ICFJ has relied on practical attachment programs with U.S. media organizations as one of the most effective ways to train visiting journalists and share American journalistic expertise. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with two journalists from Russia.

DIVERSITY IN OPB-CREATED CONTENT

OPB enables our workforce to fully embrace our commitment to represent the diversity of our communities in our work. Everyday OPB's multi-platform content illuminates the richness of our community. Below is a sampling of OPB-produced content that reflects our diverse communities.

OPB NEWS

Education

The OPB series, [Class of 2025](#), has been following a group of kindergartners through their educational journey. In 2017, those students started fifth grade. Continued coverage of the Class of 2025 with students of many backgrounds.

- [Oregon Will Keep 100 Percent Graduation Goal For Class Of 2025](#)
- [Oregon Student Organizers Protest Nike Over Sweatshops](#)
- [Iranian-American Gives Millions To PSU, Slams Trump's Travel Ban](#)
- [Oregon Senators Try To End Practice Of 'Lunch Shaming](#)
- [Oregon's Only Islamic High School Celebrates Graduating Class Of 3](#)
- [More Than Half Of Clackamas County Homeless Are Children, 2017 Count Says](#)
- [Oregon High School Graduation Rate Improves](#)

Health

- [Gov. Brown Signs Health Care Tax, But Possible Voter Fight Awaits](#)
- [Multnomah County Likely To Pursue Lawsuit Against Opioid Makers](#)
- [Oregon 6-Year-Old Gets 3-D Printed Prosthetic Hand](#)
- [OHSU Research Suggests New Way Of Treating Chronic Pain With Cannabis](#)
- [Traumatized Oregon Veteran To Get Access To Medical Care Under New Law](#)
- [Study: Spending Money On Mental Health Care Saves Jail Expenditures](#)
- [Study: Spending Money On Mental Health Care Saves Jail Expenditures](#)
- [Poison Center Warns Parents To Check For Marijuana Edibles This Halloween](#)

Social Issues & Justice

- [Autoridades Migratorias Conceden Libertad A Joven DACA De Portland](#)
(English version): [Immigration Authorities Grant Release To Injured Portland DACA Recipient](#)
- [ICE Planea Deportar A Inmigrante De Oregon Con 5 Hijos, Sin Antecedentes Criminales](#)
(English version): [ICE Plans To Deport Oregon Immigrant With 5 Children, No Criminal Background](#)
- [Portland Decide Que Propietarios Paguen Por Desalojos Sin Causa, Inmediatamente](#)
(English version): [Portland Decides Landlords Must Pay For No-Cause Evictions, Effective Immediately](#)
- [Oregon Senate Approves Recording Grand Juries](#)
- [New Portland Commissioner-elect Chloe Eudaly Calls For Rent Freeze](#)
- [Critics Of Portland Police's New Deadly Force Rules Want Mayor To Intervene](#)
- [30 Years Later, Oregon's 'Sanctuary State' Law Serves As A Model For Others](#)
- [Transgender Oregonians Hurry To Update Documents Before Trump Takes Office](#)
- [Judge Upholds Portland's Renter Protection Law](#)
- [People Of Color In Portland Government Face A Frustrating And Even Scary Time](#)

THINK OUT LOUD

Race, Identity and Culture

[Immigrants, Refugees and Citizens](#)

We talk to a green card holder, a refugee, and two naturalized citizens about their fears and experiences since President Trump issued an executive order on Friday severely restricting immigration from seven Muslim majority countries.

[American Quran](#)

Artist Sandow Birk has created an [version of the Quran](#) illustrated with scenes of everyday American life. His work is on display at the University of Oregon art museum.

[Oregon State Sen. Lew Frederick Looks To Reduce Racial Profiling](#)

Oregon state Sen. Lew Frederick (D-Portland) spoke with OPB's Think Out Loud about how new proposed legislation grew out of his prior efforts to reduce racial profiling by law enforcement.

['This Is All Wrong': Stories Of Internment And Racism During WWII](#)

During and after World War II, Japanese-Americans living in Oregon faced racist laws and prejudicial neighbors. We hear how some of them responded.

[Hip Hop Performer Dahlak Brathwaite](#)

Hip-hop artist Dahlak Brathwaite meditates on race, religion, and the power of ritual in his one-man performance "[Spiritorials](#)," presented by Boom Arts at Disjecta as a part of the [Soul'd Out Music Festival](#).

[Reconstruction And The Nez Perce War](#)

After the Civil War ended, Gen. Oliver Otis Howard was put in charge of the Bureau of Refugees, Freedmen and Abandoned Lands, the first social welfare organization in this country. But after the efforts of Reconstruction collapsed, Howard got as far away from the politics of Washington, D.C. as he could — he came to Portland, Oregon. And it was in Oregon that he met Chief Joseph and led a four-month military campaign against the Nez Perce Tribe. [Daniel Sharfstein](#) has written a new book about Howard and Joseph.

[Nobel Prize Winner Tawakkol Karman](#)

In 2011 [Tawakkol Karman](#) became the youngest person ever to be awarded a Nobel Peace Prize, and only the second Muslim. She is a journalist from Yemen who helped to organize protests there for women's rights.

[Ramadam Tent Project's Open Iftar In Portland](#)

The [Ramadan Tent Project's](#) "Open Iftar" brings Muslims and non-Muslims together around Iftar, the evening meal that breaks the fast for Muslims during the month of Ramadan. We'll talk to two students, Sadaf Assadi and Hanan Al-Zubaidy, who last year organized the first Ramadan Tent Project Open Iftar in Portland — and the U.S. — and expect an even bigger turnout this year.

[Oregon Becomes First State To Allow Non-Binary Gender Identification On Driver's Licenses](#)

On July 3, the Oregon DMV will begin issuing driver's licenses with a [non-specific gender option](#) for non-binary people. Jamie Shupe, represented by [Lake Perriguey](#), will be the first person in the nation to get this license with an "X" instead of the binary "M" or "F."

[Girls Build Camp](#)

A summer camp in Portland is giving girls the chance to use power tools, wire electrical switches and trim trees. Katie Hughes, executive director of Girls Build, talks about the challenges and rewards for females in the building industry.

[PDX Latinx Pride Celebrates Latinx Community](#)

The three-day [PDX Latinx Pride](#) festival was originally called "Portland Latino Gay Pride." It started as a single-day event in 2006, founded by David Martinez and Melanie Davis, as a way for LGBTQ people of Latin descent to celebrate their unique identities and cultural experiences. Last year, the name was changed in an effort to make the festival even more inclusive.

Health

[Psychiatric ER](#)

We talk with Chris Farentinos, the vice president of the [Unity Center for Behavioral Health](#), about how this new facility will fill gaps in the safety net for people experiencing mental health crisis in Portland.

[How Can Workplaces Better Serve Employees With Autism?](#)

Portland State University social work professor Dora Raymaker said she wouldn't have survived her professional life without workplace accommodations.

[Peer Support For People With Addiction And Mental Illness](#)

We talk with peer support specialists who are uniquely qualified to help people struggling with either addiction or mental health issues because they've dealt with those same issues themselves. Braunwynn Franklin is a peer and wellness manager at [Cascadia Behavioral Healthcare](#). O'Nesha Cochran is a peer support specialist in [OHSU's Project IMPACT](#).

In-depth, hour-long conversations with people of diverse back ground and experiences across the state including:

[It's A Woman's World](#)

Three conversations with authors who have written books exploring how women live in a world that is often designed by and for men.

[Life Inside The Multnomah County Library](#)

"Think Out Loud" spends a day talking to people at the Central Branch of the Multnomah County Library.

[Poet Laureate Tracy K. Smith](#)

Poet Tracy K. Smith was named the nation's 22nd Poet Laureate in June. Smith is the author of the memoir "Ordinary Light" and three books of poetry, including "Life on Mars," which received the 2012 Pulitzer Prize.

Long-term coverage of many issues from diverse perspectives including education:

Education

[Nicholson Baker and Michael Copperman: Teaching In Public Schools](#)

Authors Nicholson Baker and Michael Copperman speak about their new books detailing their experiences teaching in American public schools.

[Portland-Area High Schools Respond To Hate Speech](#)

Two Portland-area principals say the incidents on their campuses require thoughtful responses that both ensure safety of students and avoid giving too much attention to racist and homophobic threats.

Oregon's Housing Crisis

[Ibrahim Mubarak Leaves R2D2](#)

With the future of the homeless camp [Right 2 Dream, Too](#) in question, we talk with camp founder Ibrahim Mubarik, who recently left the camp, about what he sees as the future for small, self-governing groups like R2D2.

[Progress Towards Goal Of A Home For Everyone](#)

We check in with Marc Jolin with the Portland and Multnomah County-led effort to address homelessness about how many people are currently sleeping unsheltered on the streets in the metro area and the overall progress of "[A Home for Everyone.](#)"

On The Road

[The Places 'Think Out Loud' Went and The People We Met](#)

"On The Road" is "Think Out Loud's" radio road trip series, bringing you conversations with wanderers, tourists and residents we meet along Oregon's backroads and highways.

['As Western As It Gets' In Southeast Oregon](#)

A radio road trip from Fruitland, Idaho, to McDermitt, Nevada, through the sparsely populated and beautiful corner of Southeast Oregon.

Represented

[Oregon's Housing Affordability Crisis](#)

Across the state, Oregonians who rent are struggling to find and keep their homes. This year, some state lawmakers are putting forward bills they hope could help to solve that problem. We hear from voices on all sides of the issue.

[Fixing And Funding Oregon's Roads](#)

All around Oregon, drivers, cyclists and pedestrians are struggling with the potholes left behind from a particularly brutal winter. "Think Out Loud" sets out to learn how these ubiquitous hazards fit into the larger plans lawmakers are making to fund maintenance and new construction on Oregon's roads.

[Oregon-Idaho Border](#)

The people of Ontario, Oregon are worried. Businesses are leaving Oregon to settle right over the river on the Idaho side. Jobs are becoming harder to find as the Idaho side grows and thrives.

American Dream

[Portland Homeless Couple Striving For A Scaled Down American Dream](#)

Robert and Monique Dock moved to Portland from Phoenix. After a series of setbacks and an eviction, both are employed, but they are still unable to find a place to live.

[Daughter of Chinese Immigrants Hope for A Different American Dream](#)

Jennifer Phung, the daughter of Chinese immigrants, says she's closer to achieving the American Dream than her parents ever were, but the dream itself needs revision.

[Osage Tribe Member Struggles The 'Americian' In The 'American Dream'](#)

Our series exploring what the American Dream means to Oregonians continues with communications professor and Osage Native American tribal member Cynthia Coleman.

[Single Working Mother Says The American Dream Is For The Community.](#)

Ana del Rocío Valderrama says she has a good job but she still struggles mightily, and the dream is not complete until the most vulnerable in the community are taken care of.

[The Future Of The American Dream](#)

High school students from around Portland gathered in North Portland to share their personal stories, their experiences and what the American Dream means to them.

OREGON ART BEAT

[Lan Su Chinese Garden](#)

The Chinese New Year celebration in Lan Su Chinese Garden introduces us to some cultural activities including the lion dance performance and illuminated lanterns.

[Ka'ila Farrell-Smith](#)

Since she was a small child, artist Ka'ila Farrell-Smith has been a conduit of creative flow from her Native American heritage. From her studio, she experiments with modern expressionism and other conceptual forms to investigate and deconstruct ancient forms.

[Icon Painter Olga Volchkova](#)

Olga Volchkova paints traditional Russian religious icons with a twist - she modernizes the saints she portrays to incorporate her love of botanicals and plants.

[BRAVO Youth Orchestras](#)

Meet the students and teachers of the BRAVO Youth Orchestras, an intensive music education program at Portland's two lowest income schools.

OREGON EXPERIENCE

[Massacre At Hells Canyon](#)

Hells Canyon is the site of what may be the worst massacre of Chinese by whites in U.S. history. For more than 100 years, evidence of the murders was hidden away, and the story long forgotten.

[Broken Treaties, An Oregon Experience](#)

"Broken Treaties" introduces viewers to Oregon's Native American tribes and explores a thread of the Oregon story that hasn't been told very well over the years.

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[South X Lullaby: Nina Diaz & Y La Bamba's Luz Elena Mendoza](#)

In a church courtyard, Mendoza's yodel swirls in Diaz's gritty croon as the two songwriters perform together, on each other's songs, for the first time.

[Thao & The Get Down Stay Down, Live In Concert](#)

Watch the singer and her band perform three ferocious songs from her "Lincoln Center Out Of Doors" set, recorded live at New York's Damrosch Park.

[Celebrate Friendship With Chicano Batman's Groovy New Video](#)

The SoCal psychedelic-soul band's new album, *Freedom Is Free*, is due out in March. Watch a video for its new single, "Friendship (Is A Small Boat In A Storm)."

[Tank And The Bangas: Tiny Desk Concert](#)

Tank and the Bangas' victory lap around the Tiny Desk was momentous, celebratory and deeply touching, with a flair and alchemy of styles that could come from New Orleans.

[The Last Artful, Dodgr: opbmusic session](#)

The fast-rising Portland rapper -- along with producer Neill Von Tally -- joins us for songs from their new release, *Bone Music*.

[Songs We Love: Jay Som, 'The Bus Song'](#)

Melina Duterte's new song as Jay Som starts with a gentle strum and hushed whisper, but swells to a romantic, orchestral peak.