



**KUOW/PUGET SOUND PUBLIC RADIO  
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing September 28, 2018 and ending September 27, 2019

This report lists all full-time vacancies that were filled during the reporting period for KUOW-FM (94.9 FM Seattle), KUOW (1340 AM Tumwater) and KQOW (90.3 FM Bellingham).

**FULL TIME VACANCIES:** (all full-time vacancies are located in Seattle, WA unless noted)

Job Title	Total Applicants / Interviewees	Recruitment Sources / Total Number Referred by Recruitment Source	Hiree recruitment source
<b>Social Media Strategist</b> Date filled: 10/22/2018	54 / 7	University of Washington website/UW Hires (1) KUOW website (1) KUOW All Staff email KUOW LinkedIn (2) KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Craigslist Seattle IM Diversity Pubic Media Women in Leadership Facebook group Diversity Employers Glassdoor (1) KUOW employee (1) Friend (1)	LinkedIn
<b>Producer, Emerging Platforms</b> Date filled: 11/14/2018	18 / 6	University of Washington website/UW Hires KUOW website (1) KUOW All Staff email KUOW LinkedIn (1) KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Craigslist Seattle	Employee referral

		<p>Online News Association  National Association of Black Journalists  National Association of Hispanic Journalists  CPB jobline  Diversity Employers  KUOW employee <b>(2)</b>  Unknown/other <b>(2)</b></p>	
<p><b>Database Manager</b>  Date filled: 11/29/2018</p>	8 / 2	<p>University of Washington website/UW Hires <b>(1)</b>  KUOW website  KUOW All Staff email  KUOW LinkedIn  KUOW Twitter  KUOW Facebook  Local organizations (noted with a * in the recruitment source list)  Seattle Times online/ NW Jobs  PRADO listserv  Idealist <b>(1)</b>  Current  AFP Advancement NW  Diversity Employers  IM Diversity  Monster.com  Leadership Tomorrow</p>	Idealist
<p><b>Database Coordinator</b>  Date filled: 12/5/2018</p>	33 / 3	<p>University of Washington website/UW Hires <b>(1)</b>  KUOW website <b>(1)</b>  KUOW All Staff email  KUOW LinkedIn  KUOW Twitter  KUOW Facebook  Local organizations (see organizations noted with a * in the Resource Agencies section)  Seattle Times online/ NW Jobs  PRADO listserv  Idealist  Current  AFP Advancement NW  Diversity Employers  IM Diversity  Monster.com  Leadership Tomorrow</p>	University of Washington/ UW Hires

		Pubic Media Women in Leadership Facebook group KUOW employee Unknown/other <b>(1)</b>	
<b>RadioActive Youth Media Program Manager</b> Date filled: 12/6/2018	48 / 7	University of Washington website/UW Hires KUOW website KUOW all staff email <b>(1)</b> KUOW LinkedIn KUOW Twitter KUOW Facebook <b>(1)</b> Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs PRADO listserv Idealist Current Leadership Tomorrow Journalism Jobs <b>(1)</b> Producers for Diversity in Public Media Facebook group <b>(1)</b> Public Media Women in Leadership Facebook group KUOW employee <b>(2)</b> Unknown/other <b>(1)</b>	Internal candidate (KUOW all staff email)
<b>Development Officer,          RadioActive Youth Media</b> Date filled: 12/10/2018	29 / 10	University of Washington website/UW Hires <b>(4)</b> KUOW website KUOW all staff email KUOW LinkedIn KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Craigslist Greater Public AFP Advancement NW IM Diversity KUOW employee <b>(1)</b> Unknown/other <b>(5)</b>	University of Washington/ UW Hires
<b>Events Manager</b> Date filled: 12/27/2018	181 / 10	University of Washington website/UW Hires KUOW website <b>(2)</b> KUOW all staff email KUOW LinkedIn KUOW Twitter	KUOW website

		<p>KUOW Facebook  Local organizations (noted with a * in the recruitment source list)  Seattle Times online/ NW Jobs  Indeed  Craigslist  IM Diversity  Idealist  Association of Washington Cities  Colors Careers  KUOW employee <b>(3)</b>  Unknown/other <b>(5)</b></p>	
<p><b>Supervising Producer, The Record</b>  Date filled: 1/9/2019</p>	17 / 3	<p>University of Washington website/UW Hires  KUOW website <b>(1)</b>  KUOW all staff email <b>(1)</b>  KUOW LinkedIn <b>(1)</b>  KUOW Twitter  KUOW Facebook  Local organizations (noted with a * in the recruitment source list)  Seattle Times online/ NW Jobs  Craigslist  Indeed  Online News Association  National Association of Black Journalists  National Association of Hispanic Journalists  Asian American Journalists Association  Native American Journalists Association  CPB Jobline  IM Diversity</p>	<p>Internal candidate  (KUOW all staff email)</p>
<p><b>Immigration Reporter</b>  Date filled: 3/7/2019</p>	40 / 7	<p>University of Washington website/UW Hires  KUOW website <b>(1)</b>  KUOW all staff email  KUOW LinkedIn  KUOW Twitter  KUOW Facebook  Local organizations (noted with a * in the recruitment source list)  Seattle Times online/ NW Jobs  Craigslist  Indeed  Colors Careers  Online News Association</p>	<p>Employee referral</p>

		National Association of Black Journalists National Association of Hispanic Journalists Asian American Journalists Association Native American Journalists Association CPB Jobline IM Diversity Journalism Jobs Pubic Media Women in Leadership Facebook group KUOW employee <b>(3)</b> Unknown/other <b>(3)</b>	
<b>RadioActive Youth Media Program Producer</b> Date filled: 3/13/2019	51 / 12	University of Washington website/UW Hires KUOW website <b>(2)</b> KUOW all staff email KUOW LinkedIn KUOW Twitter <b>(1)</b> KUOW Facebook <b>(2)</b> Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Journalism Jobs <b>(1)</b> CPB Jobline <b>(2)</b> National Association of Black Journalists National Association of Hispanic Journalists Asian American Journalists Association Native American Journalists Association Colors NW Diversity Employers KUOW employee <b>(1)</b> Friend <b>(1)</b> Unknown/other <b>(2)</b>	KUOW (RadioActive) Facebook
<b>Broadcast Technician 3</b> Date filled: 2/27/2019	13 / 3	University of Washington website/UW Hires <b>(1)</b> KUOW website KUOW all staff email <b>(1)</b> KUOW LinkedIn <b>(1)</b> KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Craigslist iHireBroadcasting	Internal candidate (KUOW all staff email)

		CPB Jobline	
<b>Producer, The Record</b> Date filled: 4/22/2019	63 / 4	University of Washington website/UW Hires KUOW website <b>(2)</b> KUOW all staff email KUOW LinkedIn <b>(1)</b> KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Craigslist Online News Association National Association of Black Journalists National Association of Hispanic Journalists Colors NW iHireBroadcasting KUOW employee <b>(1)</b>	KUOW website
<b>Producer, The Record</b> Date filled: 6/3/2019	41 / 7	University of Washington website/UW Hires KUOW website <b>(4)</b> KUOW all staff email KUOW LinkedIn KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed Craigslist ColorsNW CPB Jobline Bellevue Community College IMDiversity Monster.com Pubic Media Women in Leadership Facebook group National Association of Black Journalists National Association of Hispanic Journalists Asian American Journalists Association Native American Journalists Association Next Generation Workshop/USC <b>(3)</b>	KUOW website
<b>Afternoon Board Operator</b> Date filled: 6/14/2019	29 / 9	University of Washington website/UW Hires <b>(3)</b> KUOW website	Internal candidate

		KUOW all staff email <b>(2)</b> KUOW LinkedIn KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs ColorsNW CPB Jobline <b>(1)</b> IMDiversity Idealist Washington State Association of Broadcasters <b>(1)</b> Friend <b>(1)</b> Unknown/other <b>(1)</b>	(KUOW all staff email)
<b>Development Data Specialist</b> Date filled: 9/23/2019	30 / 4	University of Washington website/UW Hires <b>(1)</b> KUOW website <b>(1)</b> KUOW all staff email KUOW LinkedIn KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed <b>(2)</b> PRADO listserv AFP Advancement Northwest Diversity Employers Idealist PMBA	KUOW website
<b>Finance Assistant</b> Date filled: 9/25/2019	25 / 7	University of Washington website/UW Hires <b>(6)</b> KUOW website KUOW all staff email KUOW LinkedIn KUOW Twitter KUOW Facebook Local organizations (noted with a * in the recruitment source list) Seattle Times online/ NW Jobs Indeed <b>(1)</b> Craigslist PMBA Diversity Employers	UW Hires

### **Total Number Interviewed by Recruitment Source**

Unknown/other **(20)**  
KUOW website **(16)**  
KUOW employee **(14)**  
University of Washington website/UW Hires **(18)**  
KUOW all staff email **(6)**  
KUOW LinkedIn **(5)**  
CPB Jobline **(3)**  
KUOW Facebook **(3)**  
Friend **(3)**  
Next Generation Workshop/USC **(3)**  
Journalism Jobs **(2)**  
Indeed (aggregate site – not posted by KUOW) **(3)**  
Glassdoor (aggregate site – not posted by KUOW) **(1)**  
Idealist **(1)**  
Producers for Diversity in Public Media Facebook group - not posted by KUOW **(1)**  
KUOW Twitter **(1)**  
Washington State Association of Broadcasters (WSAB) – not posted by KUOW **(1)**

**Total: 101**

### **RECRUITMENT SOURCE LIST**

On our website ([kuow.org/careers](http://kuow.org/careers)) we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol \* and have been notified of all openings since they made that request.



REFERRAL SOURCE	CONTACT	CONTACT INFORMATION
AFP Advancement NW		<a href="https://afpadvancementnw.org/jobs/">https://afpadvancementnw.org/jobs/</a> 206.338.7374 afpadvnw@aminc.org
*Annex Theater	Stephen McCandless	206.728.0933 Stephen.mccandless@annextheatre.org
Asian American Journalists Association		<a href="http://www.aaja.org">http://www.aaja.org</a> 415.346.2051
Bellevue Community College Center for Career Connections		<a href="https://www.bellevuecollege.edu/careers/">https://www.bellevuecollege.edu/careers/</a> 425.564.2279
Colors NW/ Colors Careers		<a href="http://www.colors-careers.com/">http://www.colors-careers.com/</a> 206.444.9251
Corporation for Public Broadcasting (CPB) Jobline		www.cpb.org/jobline 202.879.9600 jobline@cpb.org
Craigslist Seattle		<a href="https://seattle.craigslist.org/">https://seattle.craigslist.org/</a>
* Crosscut Public Media (removed from list 2/19/19)		206.382.6137 editor@crosscut.com
Current Newspaper (print & online)		<a href="https://jobs.current.org/">https://jobs.current.org/</a> 860.437.5700 clientserv@yourmembership.com
Diversity Employers		<a href="http://www.diversityemployers.com">www.diversityemployers.com</a> 281.265.2472 pres@diversityemployers.com
* Evergreen State College		360.867.6000 <a href="mailto:jobline@evergreen.edu">jobline@evergreen.edu</a>
Glassdoor		<a href="https://www.glassdoor.com">https://www.glassdoor.com</a>
Greater Public		<a href="https://www.greaterpublic.org/jobs/">https://www.greaterpublic.org/jobs/</a> 800.454.2314
Idealist		<a href="https://www.idealistsupport.org">https://www.idealistsupport.org</a> support@idealist.org
IM Diversity		<a href="https://jobs.imdiversity.com">https://jobs.imdiversity.com</a> 281.265.2472 Admin@IMDiversity.com
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>
Ihirebroadcasting		<a href="http://www.ihirebroadcasting.com">www.ihirebroadcasting.com</a> 1.855.315.6260
Journalism Jobs		<a href="http://www.journalismjobs.com">www.journalismjobs.com</a> 510.653.1521

* KAOS – Olympia Community Radio	Ruth Brownstein	360.867.6888 <a href="mailto:brownst@evergreen.edu">brownst@evergreen.edu</a>
* KBCS 91.3		425.564.2427 <a href="mailto:office@kbcfs.fm">office@kbcfs.fm</a>
* KEXP 90.3	Michelle Myers	206.520.5800 <a href="mailto:michelem@kexp.org">michelem@kexp.org</a>
KUOW website		<a href="https://kuow.org/careers">https://kuow.org/careers</a> 206.543.2710
KUOW All Staff email		internal all KUOW staff email
KUOW LinkedIn		<a href="http://www.linkedin.com/company/kuow-public-radio">www.linkedin.com/company/kuow-public-radio</a>
KUOW Twitter		<a href="http://www.twitter.com/kuow">@KUOW</a>
KUOW Facebook		<a href="http://www.facebook.com/kuowpublicradio/">www.facebook.com/kuowpublicradio/</a>
*LDS Church – Bellevue Washington South Stake	Steve Olson	<a href="mailto:stevengolson@gmail.com">stevengolson@gmail.com</a>
Leadership Tomorrow		<a href="https://www.leadershiptomorrowseattle.org/home/get-involved/opportunities">https://www.leadershiptomorrowseattle.org/home/get-involved/opportunities</a> 206.389.7279
Monster		<a href="https://www.monster.com/">https://www.monster.com/</a> 1.800.666.7837
National Association of Black Journalists		<a href="http://www.nabj.org">www.nabj.org</a> 301.405.0248
National Association of Hispanic Journalists		<a href="http://www.nahj.org">www.nahj.org</a>
Native American Journalists Association		<a href="http://www.naja.com">www.naja.com</a>
Online News Association		<a href="https://careers.journalists.org/">https://careers.journalists.org/</a>
Public Radio Association of Development Officers (PRADO) listserve		Managed listserve <a href="http://www.pradoweb.org">www.pradoweb.org</a> <a href="mailto:prado-request@listserve.syr.edu">prado-request@listserve.syr.edu</a>
*Seattle Central College	Lisa Sandoval	206.934.5575 <a href="mailto:lisa.sandoval@seattlecolleges.edu">lisa.sandoval@seattlecolleges.edu</a>
Seattle Times online/ NW Jobs		<a href="https://jobs.seattletimes.com">https://jobs.seattletimes.com</a> 206.624.7355
* The Washington Bus (removed from list 2/19/19)	Lily Clifton	206.325.1889 <a href="mailto:lily@washingtonbus.org">lily@washingtonbus.org</a>
University of Washington (UW) Hires website	Joanie Moran	<a href="https://hr.uw.edu/jobs/">https://hr.uw.edu/jobs/</a> 206.543.2544
*UW History Fellows/Undergraduate Advising		<a href="mailto:histadv@uw.edu">histadv@uw.edu</a>

## **PRONG 2 - NOTICE OF FULL-TIME VACANCIES TO REQUESTING ORGANIZATIONS**

KUOW has invited organizations and community groups to be notified of all full-time vacancies via annual on-air announcements and a permanent notice posted on the station’s website.

**Community Sources Requesting Job Opening Notifications (full contact details in table above):**

- Annex Theater
- Crosscut Public Media
- Evergreen State College
- KAOS – Olympia Community Radio
- KBCS 91.3
- KEXP 90.3
- LDS Church – Bellevue Washington South Stake
- Seattle Central College
- The Washington Bus
- UW History Fellows/Undergraduate Advising

**PRONG 3 – Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.**

**1. Establishment of an internship program**

**RadioActive Youth Media**

The RadioActive Youth Media program was established by KUOW to become a place where youth discover public radio journalism and gain the tools they need to make their own stories. RadioActive’s flagship ‘*Intro to Journalism*’ workshops guide high school age youth with no journalism experience through the process of making professional-quality stories about their lives and communities. In so doing, they build critical communications and media literacy skills as well as self-confidence, curiosity and leadership.

RadioActive also provides ongoing leadership development for Intro Workshop graduates and reaches between 500-800 young people each year through community programming: mobile and pop-up journalism discovery workshops in schools and community centers around the region. Pop-up workshops serve marginalized youth, including incarcerated youth, migrant worker youth and refugees. All RadioActive workshops are offered free of charge, and youth who complete the both the Intro Workshop and Advanced Producer Workshop are paid for their work. Advanced Producers have the opportunity to earn ongoing payments through their leadership work.

**Introduction to Journalism Workshops**

- The workshop is open to youth age 15-18 via a competitive application process. It is currently offered once a year, in the summer.
- The workshop meets five days a week for 6.5 weeks. Participants learn radio production and journalism skills, and produce original content for kuow.org and 94.9 FM.
- Participants who successfully complete the workshop earn \$1,200.

**Advanced Producer Workshops**

- Advanced Producers are youth who have graduated from a RadioActive Introduction to Journalism workshop. There is no upper limit to the age of these participants.
- The Advanced Producer workshop meets regularly from January to May. Youth must apply and be accepted into the workshop. For successfully completing the workshop, they receive \$1,200. There are two workshop tracks:
  - Editorial committee members produce individual feature stories and collaborate on original podcasts.
  - Community engagement committee members work on marketing and promotion. They plan and implement original community events.
- In addition to this workshop, Advanced Producers are also paid to lead outreach events and mobile workshops; to mentor students in Intro to Journalism workshops; and to support strategic planning, decision-making, and hiring processes at RadioActive.

During the reporting period RadioActive held one Introduction to Journalism workshop and one Advanced Producer workshop.

Session	Students	Dates	Location	Curriculum
Intro to Journalism Summer 2019	16	7/1/19-8/16/19 Total of 240 hours	KUOW, Seattle	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Advanced Producer Program	13	1/5/19-5/4/19	KUOW, Seattle	Advanced skill building in journalism and community engagement. Production of feature stories and podcasts. Marketing, promotion, and event production.

**Mobile and Pop-up Workshops**

The RadioActive team offers skill-building workshops on interviewing, writing for radio and finding stories in your community. These are offered in schools and community centers throughout the year (the individual workshops are captured in the “events or programs relating to career opportunities sponsored by educational institutions” list below).

Pop-up workshops are story production workshops for under-served communities that last from 1 day-several weeks.

In FY19 KUOW offered these pop-up workshops:

**Yakima Valley Technical institute – October 2018 – 12 youth**

RadioActive offered their first program in Yakima: a two-day workshop for 13-18 year olds. Participants learned how to record and edit audio, write radio scripts, and record their voice in a professional studio. They were mentored by professional journalists and produced original short radio stories.

**Seattle Indian Health Board – December 2018 – 6 youth**

RadioActive worked with urban native youth at Seattle Indian Health Board. Participants learned radio storytelling skills and produced original short stories about resiliency and culture in the face of suicide and substance abuse.

**Seattle World School – June 2019 – 12 youth**

RadioActive worked with students at Seattle World School, a culturally and linguistically diverse school for secondary students new to the United States. Participants learned radio storytelling skills and produced original short stories on topics of their choice.

**Echo Glen Children’s Center – June 2019 – 6 youth**

RadioActive offered a two-day workshop at Echo Glen Children’s Center for incarcerated youth. In these workshops students wrote and recorded original poems or interview-based audio stories. They listened and were inspired by other youth-produced radio pieces, learned the basics of digital audio recording, wrote original scripts on topics of their choice, and recorded their voice with professional microphones in a portable sound booth. They learned audio editing basics and had the opportunity to add music, sound effects, and recorded interview clips and sounds from within the workshop space to their finished pieces.

**KUOW News Fellowship**

In October 2018, KUOW recruited their first news fellow. The four-month fellowship hosted by the Newsroom/Region of Boom team was intended to attract a diverse pool of early-career journalists. The selected fellow contributed to the team’s reporting while advancing their journalism and radio skills with the mentoring of KUOW reporters and editors.

**2. Participation in events or programs relating to career opportunities sponsored by educational institutions**

<b>Date</b>	<b>Organization</b>	<b>Outreach Activity</b>	<b>Number of Participants</b>	<b>Staff</b>
10/5/18	Cleveland High School	Six writing workshops in three different classes for youth working on a podcast project.	172	RadioActive staff
10/11/18	Tyee High School	Interviewing workshop for a group working with 5th Ave Theater's youth residency program	25	RadioActive staff
10/18/18	WELS (alt High School in Highline SD)	Two interviewing workshops for current events & climate change/media classes	24	RadioActive staff
11/2/18	Auburn High School	Interviewing workshop for a group working with 5th Ave Theater's youth residency program	8	RadioActive staff
11/7/18	Renton High School	Hosted a career fieldtrip at KUOW w/tour & interviewing workshop	25	RadioActive staff
11/7/18	University of Washington Department of Communication	Lecture for UW Advanced Journalism class on radio production and storytelling		Adwoa Gyimah-Brempong
11/15/18	Evergreen High School	Hosted a career fieldtrip at KUOW w/tour & interviewing workshop	20	RadioActive staff
11/30/18	Everett Community College Department of Journalism	Keynote speaker at Journalism and Media Communications Conference	200	Ross Reynolds
12/4/18	University of Washington	Guest speaker to ‘Teaching as a Profession’ class	40	Kristin Leong
1/23/19	University of Washington Department of Communication	Guest lecture in Audio Storytelling class for the UW Department of Communication		Liz Jones
2/7/19	University of Washington Program on the Environment	Guest lecture on environmental reporting		John Ryan
2/28/19	Excel Public Charter School	Storytelling workshop + station tour at KUOW	19	RadioActive staff

3/1/19	University of Oregon	Guest speaker at Local Journalism Round Table discussing the state of local journalism in the Pacific Northwest		Deb Wang
3/7/19	University of Washington	Guest speaker to 'Teaching as a Profession' class	40	Kristin Leong
3/7/19	Seattle University	Hosted Seattle U students to talk about careers in social media		Brie Ripley
3/13/19	Franklin High School	Storytelling workshop at FHS' annual "Power Justice Freedom" event	12	RadioActive staff
4/4/19	Kent-Meridian HS	Career fieldtrip: interviewing presentation with Ross Reynolds, listening, touring KUOW and watching a live show, studio recording	13	RadioActive staff
4/5/19	Willows Middle School	Storytelling workshop	75	RadioActive staff
4/23/19	University of Washington	Panel member at Seattle Journalism Possible Futures discussion		Jill Jackson
4/25/19	Leschi Elementary School	Participation in elementary school career day talking about journalism and radio broadcast careers.		Liz Jones
4/29/19	Garfield HS	Tabling at a summer opportunities fair	-	RadioActive staff
4/30/19	Career Showcase at Showare - Highline Public Schools	Tabling at a large high school employment fair.	c. 800	RadioActive staff
5/21/19	University of Washington	Guest speaker to 'Teaching as a Profession' class	40	Kristin Leong
6/25/19	Seattle Preparatory School - Middle school leadership class	Middle school students talk with youth reporters about their experiences in RadioActive + station tour	15	RadioActive staff
6/26/19	University of Washington Department of Communication	Guest lecture in Audio Storytelling class for the UW Department of Communication		Liz Jones
7/17/19	The Robinson Center	"Finding your voice" custom workshop for 6th graders in a summer podcasting class.	15	RadioActive staff
7/17/19	UW Youth Photography Class	Station tour for high school students in a UW summer program. Students will take photos on the tour.	20	RadioActive staff
8/9/19	University of Washington Department of Communication	Lecture for UW Mass Media Writing class on writing for radio		Adwoa Gyimah-Brempong
9/19/19	UW Campus	Storytelling workshop for J-Day (two back to back, 1-hour workshops)	23	RadioActive staff

### 3. Participation in events sponsored by community organizations interested in broadcast employment issues

#### Public Media Virtual Career Fairs

On October 17, 2018 and April 2, 2019 KUOW staff members participated in Public Media Virtual Career Fairs hosted by Current/PublicMediaJobs.org.

During these three hour events KUOW staff members (including hiring managers from the programming and development departments) live-chatted with 48 and 35 participants respectively, answering questions on specific job openings and general questions on careers in broadcast and journalism. Resumes were forwarded to specific hiring managers and early career participants were connected with KUOW employees willing to provide additional advice and mentorship.

#### Additional community outreach

Date	Organization	Outreach Activity	Number of Participants	Staff
10/13/18	YouthForce	Tabling at YouthForce's Youth Resource Fair	-	RadioActive staff
10/20/2018-10/21/2018	YV Tech	Pop-up radio journalism workshop for Yakima teens	10	RadioActive staff
12/1/18	Seattle Indian Health Board	Pop-up radio journalism workshop for urban native youth to produce stories about resilience in the face of suicide/substance abuse	6	RadioActive staff
12/4/18	Seattle Youth Employment Program	Interviewing workshop for teens in the Seattle Youth Employment Program @ Garfield Teen Life Center	5	RadioActive staff
12/6/18	Seattle Youth Employment Program	Interviewing workshop for teens in the Seattle Youth Employment Program @ Meadowbrook Teen Life Center	7	RadioActive staff
12/12/18	Coalition for Refugees from Burma	Interviewing workshop for CRB participants	10	RadioActive staff
12/19/18	Coalition for Refugees from Burma	Studio recording & fieldtrip at KUOW for CRB participants	6	RadioActive staff
1/21/19	MLK Day Committee	Interviewing workshop for a mixed-age group at MLK Day rally & workshop event	4	RadioActive staff
1/23/19	Y-WE	Interviewing and audio recording workshop for Y-WE youth working on a podcast project	10	RadioActive staff
2/6/19	Making Connections	Play a story and share workshop info for HS sophomores at Making Connections, an equity-focused program for underserved students	19	RadioActive staff
2/7/19	Making Connections	Play a story and share workshop info for HS juniors at Making Connections, an equity-focused program for underserved students	12	RadioActive staff



2/19/19	WorkSource	Tabling at WorkSource's youth employment fair @ Goodwill training center	-	RadioActive staff
2/20/19	Y-WE	Audio editing workshop for Y-WE youth working on a podcast project	7	RadioActive staff
3/23/19	KCLS	Interviewing workshop at Bellevue library maker space - open to public	10	RadioActive staff
3/23/19	Gates Foundation Visitors Center	Interviewing booth & tabling		RadioActive staff
4/3/19	Y-WE	Audio editing support for Y-WE youth finishing podcast projects	7	RadioActive staff
4/6/19	Columbia City Library	Storytelling workshop & application help session	1	RadioActive staff
4/10/19	Civic Saturdays	Event: Speakers and small group discussions	40	RadioActive staff
4/12/19	Rainier Vista	Tabling at Rainier Vista youth resource fair	-	RadioActive staff
4/20/19	Southwest Branch Library	Storytelling workshop & application help session	0	RadioActive staff
5/3/19	Global Visionaries	Storytelling workshop for students who just returned from an international trip. They shared stories from their trip at a community potluck immediately after this workshop.	25	RadioActive staff
5/26/19	Folklife Festival	5 RA students hosted a live show at the Folklife Festival.	30	RadioActive staff
6/15/19	No Lost Generation Tech Summit	Interviewing workshop for student reporters covering upcoming conference in Amman, Jordan	5	RadioActive staff
6/15/19	KUOW	Storytelling workshop for Intro Workshop non-accepted students	5	RadioActive staff
6/20/19-6/21/19	Echo Glen Children's Center	Story production pop-up workshop	6	RadioActive staff
6/26/19	World Affairs Council of Seattle	Meeting between RadioActive youth producers and adult international visiting scholars. Part of Social Media: Creatively Connecting Communities conference.	0	RadioActive staff
7/18/19	DO-IT	Station tour and interviewing workshop for 15 high school students with disabilities in a college prep program.	15	RadioActive staff

**4. Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership**

For all of our upper-level openings, we list them in a job bank or newsletter of a media trade group with a broad-based membership. These groups include: National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Asian American Journalist Association, Greater Public, PRADO.

**5. Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

KUOW staff are employees of the University of Washington. The University of Washington and KUOW are committed to full and positive compliance with all applicable federal, state and University of Washington laws and policies regarding discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status, disability or status as a disabled veteran, equal employment opportunities and affirmative action.

All supervisors at KUOW are required to take the Strategic Leadership Program offered by the University of Washington. One element of that training discusses diversity awareness, the impact of diversity on organizations and tips for addressing diversity and related challenges within the workplace.

The KUOW Racial Equity Team ensures that KUOW's racial equity, diversity and inclusiveness values are demonstrated in our actions at the station and beyond. In 2019 the Racial Equity Team reviewed and updated the Hiring Manager Toolkit to reflect best practices in equitable hiring.

All KUOW staff completed Harassment Prevention Training required by CPB during August and September 2019