

## 2015 ANNUAL EEO PUBLIC FILE REPORT

### The KBOO Foundation

Stations: KBOO (FM-NCE), Portland, OR  
KBLU-FM (NCE), Pilot Rock, OR

Reporting Period: September 21, 2014 – September 20, 2015

No. of Full-time Employees: 5 – 10

During the Reporting Period, three full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Media Institute for Social Change Radio Intensive  
July 6-7, 2015  
Five student media interns, four hours per student. This two-day radio intensive took place at KBOO with students from around the United States. They produced 10 promotional segments, and learned basic digital editing skills and group critique process.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

University Of Oregon  
January 13, 2015; Eugene, Oregon  
The Station Co-Manager spoke before the Multicultural Club on the topic of the media and the Black Lives Matter movement.

Sunnyside Environmental School  
February 18, 2015; Portland, Oregon  
The Station Co-Manager spoke before a classroom. Topics included the Obo Addy Legacy Project, Hip Hop, The African Hiphop Caravan and Hip Hop in the Diaspora.

Cleveland High School  
February 25, 2015; Portland, Oregon  
Together with former Black Panther and political refugee Mama C, the Station Co-Manager spoke before 100 high school students. Topics included the African Hiphop Caravan, art, culture and liberation.

KBOO actively engages the community and its audience through Facebook, Twitter and other social media, and through its website, in connection to the initiative. KBOO performs continuous outreach specifically to African American community members and artists through media co-sponsorships of public events.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

The Youth Advocate, who sits on certain hiring committees, organized many long-term off-site projects in Oregon over the past year, including those with DeGentrifying Portland, working in North and Northeast Portland; Caldera Arts, working in Sisters, Oregon, with populations from North and Northeast Portland, Bend, and Warm Springs, Oregon; and Multnomah County Library Teen Council programs in Troutdale.

KBOO Radio has also hosted, in the past year, about 80 high-school and university students on multiple tours of the KBOO facilities. Many students learn recording and interviewing techniques.

All of these activities include a speech about the importance of communication, independent media and job opportunities in the field of broadcasting.

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

August 26, 2015  
Participated in the Diversity Career Fair to make candidates aware of internships available in six different areas: broadcast journalism; audio/studio engineering; feature writing/producing audio content on current events; development intern; outreach intern; music department/library assistant.

*Provided **training** to management-level personnel on methods of ensuring equal employment opportunity and preventing discrimination.*

Racial Justice 101 Workshop  
November 1, 2014; Portland, Oregon  
Attended by management, staff and volunteers. This training looked at racism as a systemic oppression in our society, organizations and movements, and what we can do to address and dismantle it.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions*

Beloved Community Events  
KBOO hosts two- to four-hour dialogues on various topics with a goal of understanding staff and volunteers' important roles in the KBOO community and discuss, understand and support our agreements for how we will be together in that community.

April 19, 2015: Building Awareness and Ally Skills Against Sexism (required for KBOO staff; many volunteers attended as well)  
December 6, 2014, - June 6, 2015: Ally Skill-Building for Racial Justice monthly workshop (attended by many KBOO staff and volunteers)

KBOO offers volunteer orientations approximately 12 times per year with an average attendance of about 30 individuals. During the orientation we cover KBOO's history and organizational structure, how the work is organized into departments, and how to access information about available trainings, and station volunteer needs. We also cover community expectations, conflict resolution, and our program mission. Volunteer Coordinator then sets appointments with each attendee to assess how to best get them started volunteering in a role that they are able to fill, that fits with their schedule and that offers a path to building the skill set they desire for radio or office work.

KBOO offers free training courses that prepare community members both to volunteer at KBOO and also to pursue employment in radio broadcasting and production (as a number of our former volunteers have). 196 volunteers participated in at least one training class, and most took multiple classes. We have offered approximately the following number of training programs during the report period:

12 Newsroom orientations, 10 Writing for Radio, 12 Interviewing techniques, 3 Field recording, 12 Digital editing, 12 Advanced digital editing tutorial, 24 Board Operator Trainings, 36 Intro to Audio/ Audio Production, and 12 FCC/Legal training. We also offer one-on-one mentoring in Field Recording, Social Media, Board Operator skills, and Digital Editing.

The KBOO Youth Collective meets weekly, with attendance ranging between 6 and 15 youth 20 and under. New Youth Collective members are trained in digital editing by the Youth Advocate, and then are expected to produce content for the monthly hour-long youth collective public affairs show, The Underground. Further training opportunities include classes in basic production techniques, live-music mixing, advanced digital editing, writing for radio, interviewing skills, microphone technique, field recording and more, depending on the needs and wants of the Youth Collective Members. Their skills are used then on the Youth Collective's monthly

public affairs and youth culture show, “The Underground,” as well as our other monthly show, the two-hour Youth Randomonium, where youth DJs broadcast music, including about 50% youth-produced music, and live performances of youth bands. We trained approximately 40 youth between September 2014 to August 2015.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities*

National Federation of Community Broadcasters Regional Summit

July 2015, Olympia, Washington

The Program Director, Volunteer Coordinator, Chief Engineer, and Development Director attended this conference, where connections were made with Washington Community Broadcasters and we built relationships with other regional community radio broadcasters, focusing on training and sharing resources.

Alliance For Community Media - NW Community Media Summit

March 2015; Tukwila, Washington

The Program Director and Development Director attended this conference, where KBOO became connected to the regional Cable Access Television community, as well as with regional radio producers from Alaska to California.

US Social Forum

Philadelphia, Pennsylvania; June 2015

The Station Co-Manager presented on the topic of engaging social workers in social justice movements.

US Social Forum

San Jose, California; June 2015

The Station Co-Manager presented on the topic of the Grassroots Radio Conference Hip Hop Radio Union.

People's Movement Assembly

Portland, Oregon; September 2014

The Station Co-Manager sat on a panel discussing the role of media in social justice.

First International People's Movement Gathering on the Human Rights to Water and Housing

Detroit, Michigan; May 2015

The Station Co-Manager presented on the topic of Homeless Bill of Rights.

**POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
September 24, 2015	Program Director	word of mouth
September 24, 2015	Chief Engineer	word of mouth
February 23, 2015	Development Director	KBOO bulletin board

INTERVIEWEE REFERRAL SOURCE SUMMARY  
Total Number of Persons Interviewed in Preceding Year:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
KBOO Website; Internal Bulletin Board; Member, Volunteer and Programmer Email List; On-Air Announcements	5
Mac's List <a href="https://www.macslis.org/post/">https://www.macslis.org/post/</a>	3

**RECRUITING SOURCES USED**

**African American Chamber of Commerce**

Nova: 503-244-5794; Roy@AfricanAmericanChamberOfCommerce.Com  
[http://www.blackchamber.info/email\\_link.cfm](http://www.blackchamber.info/email_link.cfm)

**Albina Ministerial Alliance**

Milly: (504) 285-0493; millydelacruz@yahoo.com

**American Indian Radio On Satellite (AIROS)**

[www.airos.org](http://www.airos.org) / [airos@unl.edu](mailto:airos@unl.edu)

**Centro Cultural**

[ccb@ccb.pt](mailto:ccb@ccb.pt)

**Chemeketa Community College Placement Service**

[jobplacement@chemeketa.edu](mailto:jobplacement@chemeketa.edu)

**Corporation for Public Broadcasting (Job listserve)**

[www.cpb.org](http://www.cpb.org) / [stationjobops@npr.org](mailto:stationjobops@npr.org)

**Free Speech Radio News (FSRN)**

[www.fsrn.org](http://www.fsrn.org) / [comments@fsrn.org](mailto:comments@fsrn.org) / 510-644-1937

**Grassroots Radio Conference listserv**

**Hispanic-American Chamber of Commerce**

503-222-0280; <http://www.hmccoregon.com/>

**Hispanic Radio Network**

[www.hcnmedia.com](http://www.hcnmedia.com) / [info@hcnmedia.com](mailto:info@hcnmedia.com) / 202-637-8801

**Idealist.org**

[www.idealist.org](http://www.idealist.org)

**KBOO Bulletin Board; listserv: Bread and Roses, Latino, News & PA, Programmers, Youth, Volunteer; on-air announcements; website**

**King Neighborhood Facility**

503-823-4575 / [necn123@hotmail.com](mailto:necn123@hotmail.com)

**Mac's List**

<https://www.macslit.org/post/>

**Mt. Hood Community College Career Center**

Steven Grote: 503-491-7323; [grotes@mhcc.edu](mailto:grotes@mhcc.edu)

**National Assoc. of Black Journalists (NABJ)**

[www.najb.org](http://www.najb.org) / [nabj@nabj.org](mailto:nabj@nabj.org) / 301-445-7100

**NFCB List Serve**

[nfcb@mailman.lmi.net](mailto:nfcb@mailman.lmi.net) forward to [manager@kboo.org](mailto:manager@kboo.org)

**NAYA**

Kate Bucko 503-288-8177 ext 229 [kateb@nayapdx.org](mailto:kateb@nayapdx.org)

**Oregon Association of Broadcasters**

[theoab.org/allaccess.com](http://theoab.org/allaccess.com)

**OR Council for Hispanic Advancement**

Noemi: [n.orriss@ocha-nw.org](mailto:n.orriss@ocha-nw.org)

**Pacifica News**

[www.pacifica.org](http://www.pacifica.org) / [contact@pacifica.org](mailto:contact@pacifica.org) / 202-783-1620

**Pacifica Radio Foundation**

[pacificaannounce@yahoogroups.com](mailto:pacificaannounce@yahoogroups.com) / 718-857-2394

**PCA**

Carl Kucharski: 503-288-1515 x18; [carl@pcmtv.org](mailto:carl@pcmtv.org)

**No source requested that it be notified of job vacancies**