

2010 ANNUAL EEO PUBLIC FILE REPORT

The KBOO Foundation

Station: KBOO (FM-NCE)
Community of License: Portland, OR

Reporting Period: September 21, 2009 – September 21, 2010

No. of Full-time Employees: 5-10

During the Reporting Period, one half-time position was 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.*

KBOO Evening News Intern
September 2010

Sekoynia Wright, Mt. Hood Community College

The intern trained as a radio news reporter/producer/researcher. The intern learned and became proficient in writing for radio news, interviewing techniques, voicing technique. The intern also served as a news anchor.

KBOO Youth Collective Intern
May 2010

An exchange student from Botswana, attending a local high school, interned with the Youth Collective in May 2010, 40 hours a week.

The intern learned and became proficient in writing for radio news, reporting, digital audio editing, interviewing techniques, voicing technique, producing radio news & features (including in-house and field recording techniques, audio selection). She produced a half-hour public affairs show, as well as shorter pieces for the Youth Collective radio program, and for the KBOO website.

*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).*

Idealist.org

KBOO is a member of the Idealist website.

KBOO's organizational description is in the website's directory and KBOO provides information about KBOO related events and calls for volunteers.

In addition, KBOO offers volunteer orientations approximately 14 times per year with an average

attendance of about 20 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.

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

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). Over 200 volunteers went through our trainings last year. We have offered approximately the following number of training programs during the report period:

12 Newsroom orientations, 12 Community reporting sessions, 12 Interviewing techniques, 24 Field recording, 12 Digital editing, 12 Advanced digital editing tutorial, 18 Writing for radio, 20 Voice training/Anchoring, 10 Air room engineering tutorial, 24 Intro to Audio/ Audio Production, 12 FCC/Legal training, 1 Creating Exciting Public Affairs, 2 Promoting your Show, and 1 Online Social Networking.

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.

Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Jason Lee Elementary School, Portland, Oregon
January 2010

KBOO's Evening News Director spoke at this school to students exploring careers in media, answering questions and sharing experiences regarding non-profit and community media, what it means, how to get involved and what types of careers are available in this sector.

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 the past year, including a project with a local high school called, "The Roosevelt Rough Riders Oral History Project" where six low-income youth of color conducted interviews with important citizens of Portland, edited the interviews, and aired them on a radio program. They worked with three different groups of youth, about 25 in total, at the Schools Uniting Neighborhoods (SUN) Program at Madison High School in East Portland. The Youth Advocate has also done work with Girls Inc, Oregon Peacemakers, Centennial Learning Center, the Immigrant and Refugee Community Organization and Focus on Youth. We have also hosted, in the past year, about 70 students on multiple tours of the KBOO facilities. All of these activities include a speech about the importance of communication, independent media and job opportunities in the field of broadcasting.

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

Sensitivity Training, Portland, Oregon
April 3, 2010

Presented by John Lenssen, independent consultant
Attended by most staff and Board of Directors. Training focused primarily on racism and sexism in the work place and in community organizations.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/12/10	Web Coordinator	Twitter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 9

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Twitter	2
Word of mouth	2
CNRG Listserve	3
Idealist.org	3
On-air announcement	1

The following recruitment sources were used for this opening:

CNRG Listserve

cnrg@cnrg-portland.org

El Hispanic News (print version)

Classifieds

6700 N. New York Avenue

Suite 212

Portland, Oregon 97203

503.228.3139

ads@elhispanicnews.com

Idealist.org

Nonprofit jobs site

<http://www.idealist.org/>

Craigslist Website

<http://portland.craigslist.org/acc/>

NFCB (National Federation of Community Broadcasters) Listserve

nfcb@mailman.lmi.net

Portland Community College Jobs Board

Facebook

KBOO Website

KBOO Bulletin Board

KBOO Volunteer e-mail list

KBOO On-Air Announcements

KBOO Twitter

No source requested that it be notified of job vacancies.