



**Public Broadcasting of Colorado, Inc.  
Colorado Public Radio (“CPR”)  
EEO efforts: 2019-2020**

Job fairs (4):

CPR participates in the Colorado Broadcaster’s Association virtual job fairs. These have a statewide reach and connect to a significant audience of potential candidates. Dates were: January 2019, May 2019, November 2019, May 2020 and November 2020.

CPR was one of the original participants in the "Public Media Village" in 2016, with NPR and about 30 other public media organizations at the National Association of Black Journalists/National Association of Hispanic Journalists conference in Washington, D.C. This has evolved into “Think Public Media” with links to hundreds of jobs – including CPR’s – access to hundreds of resume’s, and participation in multiple minority conferences throughout each year.

Conferences attended by one or more CPR representatives are as follows:

2019 - NABJ, AAJA, NAHJ, NAJA and University of Colorado

2020 - NABJ, NAHJ, AAJA and a regional NABJ

Fellowship Program:

CPR began a fellowship program in 2015, offering a one-year paid position with benefits, which is actively recruited through college websites in the spring. This is an opportunity to develop new public radio talent, with diversity a priority in outreach. Of the first ten fellows at CPR from July 2015 through June 2020, six were hired for regular, continued employment, four still work for CPR and one is at another public broadcasting station. And in 2018, CPR raised over \$1 million to fund this program into the future.

Next Generation Leadership Program

CPB’s Next Generation Leadership is 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. CPR provides staff as mentors for this important program, and hosted a week-long virtual session with six participants the week of September 21, 2020.

Training Programs:

CPR has a strong commitment to training, with budgeted funds to support the program. Employees are encouraged to identify classes or other learning opportunities that would be helpful to their career. Multiple PBC staff attend a number of annual conferences, meetings, and webinars.

CPR has worked with a management consultant for more than twenty years – all new managers take a multi-part course, with small groups of three or four other CPR managers, to review tools necessary to become a successful manager.

CPR provides ongoing management training to make sure all managers have current information on employment matters from recruiting & hiring, to orientation, & through termination. This includes a legal review of employment law such as EEO, FMLA, ADA, FLSA, etc. All CPR managers went through a half day training class covering these areas on July 29 and August 1, 2019

All employees participated in harassment prevention training by September 2019.