



Public Broadcasting of Colorado, Inc.

Colorado Public Radio ("CPR")

EEO efforts: November 2022 – October 2023

Job fairs (12):

CPR has participated in 11 job fairs between November 2022 and October 2023. The Public Media Job Fair in March 2023, as well as our participation in the Public Media Village at the National Association of Black Journalists, National Association of Hispanic Journalists and Asian American Journalists Association conferences in July - August had nationwide reach. Our participation in Think Public Media, with links to hundreds of jobs – including CPR's, access to hundreds of resumes, and participation in multiple minority conferences throughout each year allows us to connect to a significant audience of potential candidates. We also participated in multiple school affiliated job fairs including Columbia Journalism School (March 2023), Pickens College (February 2023), UCCS and Regis (September 2023) and CU Boulder (October 2023). In addition, CPR participated in an NPR sponsored event in August to connect with a multitude of their interns for potential job opportunities, and most recently an event in October with USCIS to promote opportunities to Afghan refugees in the Denver area. Finally, CPR furthered our partnership with the Denver Pride Center by participating in a large job fair in May 2023, where we connected with dozens of LGBTQ applicants.

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, three still work for CPR and two are at other public broadcasting stations. And in 2018, CPR raised over \$1 million to fund this program into the future.

After a brief pause due to the COVID-19 pandemic, the program successfully relaunched with three new fellows joining CPR in September of 2023 working with the Classical, Digital Audiences, and News teams. Fellows will be spending their year with CPR building up their skills and putting together a portfolio of work that will highlight their talents and the skill they practiced throughout their Fellowship.

Internship Program:

In the summer of 2023, CPR welcomed its second group of interns under a newly developed program structure. Four interns worked from Mid-June to Mid-August, with

structured learning activities to support their growth and development. CPR provided structured mentorship training opportunities to help interns develop the skills to work in public media. All interns left with a portfolio of work designed to highlight their accomplishments and showcase their talents for their future career search.

Training Programs:

Funding for training and development initiatives were reduced in FY23 CPR due to the decrease in revenue. All leaders within the organization completed our Inclusive Leadership Program in March 2023. The program was a year-long initiative that strengthened leaders' ability to lead inclusively and help create a more diverse and inclusive space for their teams. CPR staff had the opportunity to participate in various diversity, equity and inclusion learning opportunities during 2022/20203. Specifically, CPR has partnered with community experts to cover topics such as issues affecting the LGBTQ community in the workplace, microaggressions, and colorism. CPR continues to provide yearly harassment, FMLA, and ADA compliance training for managers and employees to increase awareness and accountability. CPR hosted five inclusive interview training sessions with hiring managers and their interview panels. These trainings focused on unconscious biases in interviewing (such as preferences for those from nonprofit backgrounds and preferences toward native English speakers), best practices when reviewing resumes to avoid bias (such as avoiding drawing conclusions about someone's experience from previous employers we know or making assumptions about someone's work history during gaps or turnover in employment), and practicing how to ask follow-up questions to maintain equity in the interviewing process while ensuring we're doing our due diligence to seek information from candidates.