



DIVERSITY AT OPB

Our Mission

OPB: giving voice to the community, connecting Oregon and its neighbors, illuminating a wider world.

Our Goal

OPB values our listeners, viewers and readers and the unique blend of ideas and attitudes that they bring to Oregon and the northwest. We know it is our responsibility to give voice to our community in all its diversity, and we are wholly committed to doing so.

Further, OPB carries this commitment to our work that is carried on multiple platforms, including radio, television, the Internet, and current/future digital media (such as smartphones or tablets). We focus on creating content that helps people learn more about the richness of our diverse communities.

Everyday, OPB's multi-platform content illuminates the richness of our communities. OPB's workforce represents our communities, with a wealth of differences in race and ethnicity, nationality, gender, sexual orientation, age, disability, socio-economic status, etc. OPB's Board of Directors and Community Advisory Board also embrace a commitment to diversity.

OPB employees range in age from 24 to 70, with a median age of 47. Considering race and ethnicity, based on the U.S. Equal Employment Opportunity Commission's (EEOC) definitions, OPB's workforce exceeds Oregon statistics. Over half of OPB's supervisors are female and more than 20 percent are racially and ethnically diverse.

Further, OPB actively helps our workforce fully embrace our responsibility to represent the communities. These efforts include a number of initiatives that actively support our commitment to diversity. They include, but are not limited to:

- A robust internship program, including internships with stipends, paid internships and unpaid internships. These internships provide meaningful professional-level experience that both reflect the diversity of our community and further public media's commitment to education.
 - One of OPB's internships with a stipend is the [Jon R. Tuttle Journalism and Production Minority Internship](#). This minority internship is intended to increase participation of racial and/or ethnic minorities who are traditionally underrepresented within public broadcasting.
 - Other stipended internships include two [Maynard E Orme Internships](#), which encourage students to cultivate skills in the development and production of high-quality news and public affairs programming.
 - New this year, OPB participated in the [Charles Snowden Program for Excellence in Journalism](#); providing accomplished students professional training in community journalism through paid internships.
 - Additionally, OPB also offers nearly 20 different unpaid [internship opportunities](#). A sampling of opportunities include: News, Think Out Loud, Multimedia Journalism, Oregon Art Beat, OPB Music, KMHD Jazz Radio.

- This year OPB participated in the [Unity Journalism Convention](#). Unity represents more than 10,000 journalists and is comprised of four national associations: Asian American Journalists Association, National Lesbian and Gay Journalists Association, National Association of Hispanic Journalists, and the Native American Journalists Association. A number of OPB employees staffed an OPB booth at the Career Expo, including the Vice President of News, Director of Human and Volunteer Resources, Oregon Art Beat Executive Producer, and the Senior Manager of Community Engagement for Earthfix. OPB purposefully timed a number of job openings to coincide with the Unity conference.
- OPB has also participated in annual conventions for both the [National Association of Black Journalists](#) and the [Asian American Journalists Association](#).
- OPB has implemented diversity training for management and staff. Trainers include: [Keith Woods](#), NPR's Vice President for Diversity in News and Operations, [Luis Clemens](#), NPR's Senior Editor for Diversity, and Doug Mitchell. Mitchell has over 20 years experience at NPR as a producer and director and he continues to consult on diversity-related projects.
- OPB actively seeks diverse candidates with job sourcing. A small sampling of our sources include: Hispanic Metro Chamber of Commerce, Affiliated Tribes of Northwest Indians, Oregon Advocacy Commission, Latino Public Broadcasting, Pacific Islanders in Communications. More information about our employment sources and efforts can be found in our annual [EEO Report](#).

A focus on creating content that will help people to learn more about the richness of our diverse communities.

To support this effort, OPB has been a member of the [Public Insight Network](#) (PIN) since 2007. We currently have access to more than 30,000 sources through the Public Insight Network database. In 2010, OPB's new Public Insight Network journalist took on the task of further expanding our sources, in particular minority communities and in rural Oregon. This has resulted in a steady increase in the number of racial and ethnic individuals in our database, which has generated, in turn, a more diverse set of story ideas and sources for our newsroom to draw on.

Everyday, OPB's multi-platform content illuminates the richness of our communities.

We encourage you to explore OPB's wealth of content on all [platforms](#). Below is a small sampling of OPB-produced content that helps people learn more about the richness of our diverse communities:

- Oregon Art Beat: [Lillian Pitt](#)
- Oregon Art Beat: [The Portland Gay Men's Chorus](#)
- Think Out Loud: [Rob Ingram](#)
- Think Out Loud: Our Town Series
 - [Our Town Series](#)
 - [Our Town: Woodburn](#)
 - [NPR article about the Our Town series](#)
- OPB News: [Learning With Less: As Schools Cut Back, Parents Step In.](#)
- OPB News: [Black Portland Teens' take on the Trayvon Martin shooting](#)
- Arts and Life Online: [Portland Pounders Players to Compete in London Paralympic Games](#)
- Arts and Life Online: [The Jefferson Dancers Celebrate 35 Years in Portland](#)
- Oregon Experience: [The Modoc War](#)
- History Detectives: [Motown Amp](#)
- History Detectives: [Woolworth Signs](#)
- History Detectives: [War Spoils of a Peace Chief](#)