

2022 ANNUAL EEO PUBLIC FILE REPORT

All Classical Public Media, Inc.

Station(s):	KQAC(FM), Portland, OR KQHR(FM), The Dalles, OR KQMI(FM), Manzanita, OR KQOC(FM), Gleneden Beach, OR KSLC(FM), McMinnville, OR
Reporting Period:	September 21, 2021 – September 20, 2022
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

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):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

Public Media Career Fair

Date: 03-29-2022

Location: Online

Participants: COO and Communications & Operations Manager

OSU Spring Career and Internship Fair

Date: 04-20-2022

Location: Corvallis, OR

Participants: COO and Communications & Operations Manager

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

Between September 2021 – September 2022, station staff trained two interns in a variety of skills, including but not limited to;

- Blogging and other online content creation for allclassical.org and icanradio.org
- General office administration
- Assistance with ratings tracking
- Program production and social media engagement for the International Children's Arts Network (ICAN)

- Sound editing
 - General assistance during pledge drives and station events
 - Training meetings with development, grant writing, and other station departments
- Interns averaged 12 hrs. per week*

*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).*

Engaged the community on our Facebook page at:
<https://www.facebook.com/AllClassicalPortl>
 and, on our Twitter page at:
<https://twitter.com/allclassicalpdx>, and our
 Instagram page at:
<https://www.instagram.com/allclassicalportland/>

Distributed bi-weekly electronic newsletters for All Classical Portland and the International Children's Arts Network to thousands of subscribers that are free and available to the general public.

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

Music Researcher & Archivist attended: American Musicological Society 2021 Annual Meeting

Dates: 11-11-2021 through 11-21-2021
 Location: Online

The AMS Annual Meeting is held to explore and share the work of its members and constituents, and includes the reading and discussion of about two hundred papers, as well as a wider variety of study sessions, panel discussions, workshops, films, performances, community forums, and social engagements.

Marketing Manager attended: Serving Spanish Speakers & Latinx Communities/How to engage Latino communities (webinar)

Date: 01-18-2022
 Location: Online

Emphasized research takeaways that radio stations can apply to their local audience to reach and engage Spanish speakers and bilingual audiences.

**Webmaster and Full Stack Web
Developer attended: Project Execution
and Management**

Dates: Feb. 9, 2022 through Feb. 17, 2022

Location: Portland State University,
Portland, OR

This project management training course offers a detailed look at how to direct and manage the project work, including project execution, monitoring and control, and closeout.

**ICAN Program Manager and
Development Associate & Grants
Manager attended: Progressive
Women's Leadership's "Making the
Move to Manager: Essential Skills for
New Women Leaders"**

Date: March 30, 2022

Location: Online

A training course that empowers new female supervisors and managers with the skills and understanding needed for them to transition successfully from team member to impactful leader.

**Director of Development & Marketing
attended: Wharton Executive
Education's "Executive Presence and
Influence: Persuasive Leadership
Development"**

Date: March 2022 through May 2022

Location: Online

This program provides the necessary tools to develop executive presence into meaningful influence. It is a tool to craft an impactful presence through the strategic application of persuasive techniques, including personal growth, building a diverse network, and effectively communicating your vision.

Nine All Classical Portland staff members attended: Harvard Business Review Live: Leaders Who Make a Difference (webinar)

Date: 04-07-2022

Location: Online

A one-day virtual conference to address the power of “leaders who make a difference” on such urgent issues as diversity, equity, and inclusion; sustainability; and the post-pandemic future of work.

Development Associate & Grants Manager and Marketing Manager attended: Public Media Development and Marketing Conference (PMDMC)

Dates: 07-19-2022 through 07-22-2022

Location: Chicago, IL

Public media's largest conference devoted to fundraising, marketing, and management.

President & CEO, ICAN Program Director, and Communications & Operations Manager attended: Public Radio Program Directors conference (PRPD)

Dates: 08-29-2022 through 09-01-2022

Location: New Orleans, LA

A multi-day conference focused on providing training for programming leaders, managers, and practitioners with inspiration, big ideas, learning opportunities, and networking with colleagues.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

Listed open positions on the job boards of Sphinx Organization, Urban League of Portland, National Urban League, and/or Partners in Diversity.

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

**Communications & Operations
Manager and Development Associate &
Grants Manager attended: Leading the
Way on DEI (webinar)**

Date: 03-30-2022

Location: Online

Highlighted best practices for engaging employees in the workplace and providing accountability on DEI.

All staff members and interns completed online harassment prevention training course provided by CPB, in Summer 2022.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10-21-2021	ICAN Production Assistant	Internal referral
06-30-2022	On Air Host and Producer	Internal referral
07-11-2022	Music Researcher and Digital Producer	Allclassical.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 36

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
ICAN Production Assistant	
Allclassical.org	6
Internal referral	1
PDX Pipeline	1
Indeed.com	2
On Air Host and Producer	
Indeed.com	5
Allclassical.org	9
Public Media Job Fair	3
Internal referral	1
Music Researcher and Digital Producer	
Internal referral	1
Allclassical.org	5
Word of mouth referral	2

RECRUITING SOURCES USED

Job Title of Position: ICAN Production Assistant Date of Hire: 10-21-2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Classical Public Media, Inc. website	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Corporation for Public Broadcasting	N	Website		www.cpb.org/jobline
Regional Arts and Culture Council	N	Website	listings@racc.org	www.racc.org/resources/listings/opportunity/jobs-and-opportunities/
Mt. Hood Community College	N	Website		https://mhcc.edu/JobBoard/
Oregon Association of Broadcasters	N	Website		https://www.theoab.org/
Portland Community College	N	Website		https://www.pcc.edu/resources/careers/employers/
Handshake**	N	Website		https://joinhandshake.com/employers/
Sphinx Organization	N	Website	Andre@SphinxMusic.org	http://www.sphinxmusic.org/job-postings/
Urban League of Portland	N	Website	uljobs@ulpdx.org	https://ulpdx.org/jobs/
Mac's List	N	Website		https://jobs.macslist.org/page/employer-offers
PDX Pipeline	N	Website		https://www.pdxpipeline.com/
Greater Public	N	Website		https://greaterpublic.org/jobs/

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**List of schools in Handshake: Oregon State, University of Oregon, Oregon Tech, University of Portland, George Fox, Lewis & Clark, Pacific University, Reed, Portland State University, Willamette University, Western OR, Warner Pacific)

RECRUITING SOURCES USED

Job Title of Position: On Air Host and Producer Date of Hire: 06-30-2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Classical Public Media, Inc. website	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Corporation for Public Broadcasting	N	Website		www.cpb.org/jobline
Regional Arts and Culture Council	N	Website	listings@racc.org	www.racc.org/resources/listings/opportunity/jobs-and-opportunities/
Oregon Association of Broadcasters	N	Website		https://www.theoab.org/
Sphinx Organization	N	Website	Andre@SphinxMusic.org	http://www.sphinxmusic.org/job-postings/
Urban League of Portland	N	Website	uljobs@ulpdx.org	https://ulpdx.org/jobs/
Mac's List	N	Website		https://jobs.macslist.org/page/employer-offers
PDX Pipeline	N	Website		https://www.pdxpipeline.com/
Greater Public	N	Website		https://greaterpublic.org/jobs/
Partners in Diversity	N	Website		http://www.partnersindiversity.org/jobs/job-submitted.html
Current	N	Website		https://jobs.current.org/
National Urban League	N	Website		https://www.nuljobsnetwork.com/employer-offers
Broadcast Career Link (NAB)	N	Website		https://www.broadcastcareerlink.com/

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Music Researcher and Digital Producer

Date of Hire: 07-11-2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Classical Public Media, Inc. website	N	Website	Kristina Becker kristina@allclassical.org	www.allclassical.org/about/employment/
Corporation for Public Broadcasting	N	Website		www.cpb.org/jobline
Regional Arts and Culture Council	N	Website	listings@racc.org	www.racc.org/resources/listings/opportunity/jobs-and-opportunities/
Oregon Association of Broadcasters	N	Website		https://www.theoab.org/
Handshake**	N	Website		https://joinhandshake.com/employers/
Sphinx Organization	N	Website	Andre@SphinxMusic.org	http://www.sphinxmusic.org/job-postings/
Greater Public	N	Website		https://greaterpublic.org/jobs/

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

**List of schools in Handshake: Oregon State, University of Oregon, Oregon Tech, University of Portland, George Fox, Lewis & Clark, Pacific University, Reed, Portland State University, Willamette University, Western OR, Warner Pacific)