



**Public Broadcasting of Colorado, Inc.  
Colorado Public Radio (“CPR”)  
EEO efforts: 2017-2018**

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 May 8, 2017 – August 14, 2017 – January 22, 2018 – May 14, 2018 and August 6, 2018.

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.

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 (both FY19 fellows are minority). Of the first six fellows at CPR from July 2015 through June 2018, four have been hired for regular, continued employment. 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 a senior editor as one of the mentors for this important program.

### 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 matters such as EEO, FMLA, ADA, FLSA, etc. Any manager that supervises employees should take this two-part course every two years.

All employees participated in harassment prevention training in February 2018.