



At the center of a uniquely engaged Northwest culture is OPB. We are the hub of a community that thrives on dialogue, public involvement, respect and a love for this place we call home.

As a premier public media organization in the United States, we know that our success depends on what we do to serve the people who live here.

At OPB, we are continually developing new ways to engage people through media. We create award-winning content, report on news that matters, and aggregate the best national and international stories and programs. We distribute it all on multiple platforms-with a robust technical backbone that allows viewers, listeners and readers to find us anywhere, at any time. And, we do it all with a singular Northwest style and perspective.

OPB's Mission

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 find those who will further our mission by giving voice to our community in all its diversity, and we are wholly committed to doing so.

OPB's workforce represents our communities, with a wealth of diversity in race and ethnicity, nationality, gender, sexual orientation, age, disability, socio-economic status, etc.

OPB's Board of Directors' bylaws continue OPB's commitment to diversity by seeking "...to nominate persons with diverse needs and interests within the company's service area." OPB's Community Advisory Board's bylaws reinforce this with "...members shall represent the diverse needs and interests of the Corporation's service area."

Fifty-seven percent of OPB's supervisors are female and 18 percent of all supervisors are racially and/or ethnically diverse.

Also, employment opportunities at OPB are posted on the [OPB website](#). The employment opportunities landing page includes a statement above to ensure all who may consider OPB are aware of OPB's continued commitment to reflect the richness of diversity in our community. That commitment statement is: 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 find those who will further our mission by giving voice to our community in all its diversity, and we are wholly committed to doing so.

Further, job opportunities are sent to local and national diversity organizations including, but not limited to: Oregon Advocacy Commission, Hispanic Metro Chamber of Commerce, Affiliated Tribes of Northwest Indians, Klamath Tribes Newsletter, Asian Health & Services Center, Urban League, National Association of Hispanic Journalists, Asian American Journalists Association, National Association of Black Journalists, Native American Journalists Association, Pacific Islanders in Communications, Latino Public Radio Consortium, Women in Technology (National and Regional), South Asia Journalists Association, and Goodwill Job Connection. More information about our employment recruitment sources and efforts can be found in our annual [FCC EEO Report](#).

ACTIVITIES AND INITIATIVES

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This ongoing commitment and efforts relating to inclusion and diversity continue and include a number of outreach efforts both locally and nationally, providing meaningful professional-level internship programs for diverse individuals, and participating in minority or other diversity job fairs.

Recruiting

This year OPB's chief content officer, VP of programming, recruitment manager, and a digital producer represented OPB and a newly formed Public Media Village at the 2016 NABJ (National Association of Black Journalists) and NAHJ (National Association of Hispanic Journalists) Annual Convention and Career Fair. This is considered the nation's largest annual gathering of minority journalists.

- As part of the public media village (30+ public media organizations combined efforts to make a big impact at this convention), OPB's team actively met with many journalists at the convention Career Fair. OPB purposefully timed a number of job opportunities to coincide with this convention.
- OPB also produced and led a lead interactive session at the convention (Maximizing Engagement and Impact through Multi-Platform Projects) thereby raising OPB's profile to all convention attendees.

OPB had a booth at the 2016 Excellence in Journalism Conference. This conference was a collaborative effort and included the Native American Journalists Association (NAJA), the Radio Television Digital News Association (RTDNA), and the Society of Professional Journalists (SPJ). The primary focus of EIJ is to be an educational, skills-building, career-oriented conference with high caliber training. OPB purposefully timed a number of job opportunities to coincide with this convention.

OPB's Manager of Volunteer Resources visited the University of Oregon's School of Journalism and Communications in January, talking with three classes about working in public media. She also conducted multiple faculty visits, hosted an informational session for students, and met with the staff of the student paper.

OPB's Manager of Volunteer Resources and two producers visited Journalism classes at Portland Community College and Mount Hood Community College to talk about working in public media and OPB's internship opportunities for students.

Internships

OPB continues our robust internship program. OPB's internships are updated and enhanced annually (see more information in the internships descriptions below). During the past year, OPB provided 23 individuals with unpaid educational experiences. In addition to the [many unpaid internship opportunities](#) throughout the organization, OPB offers three paid internships.

- This year OPB is introducing a new paid [Internship for Emerging Journalists](#), creating a public media career pathway for traditionally underrepresented individuals. This new paid internship joins another paid internship, OPB's long-standing Jon R. Tuttle Journalism and Production Minority Internship.
- OPB offers the [Jon R. Tuttle Journalism and Production Minority Internship](#). This minority internship is intended to increase participation of racial and/or ethnic minorities, as defined by the U.S. Equal Employment Opportunity Commission (EEOC), who are traditionally underrepresented within public broadcasting. The Tuttle Internship is a paid summer internship in telecommunications and broadcast journalism that enables an outstanding college or university student to spend the summer studying the field full time in a hands-on environment. A number of OPB senior executives actively participate in the reviewing and selection of the Tuttle intern. OPB had one Tuttle intern this summer.
- OPB also offers a paid [Maynard E. Orme Internship](#). This internship was established in honor of Maynard Orme's (former OPB President and CEO) considerable contributions to OPB to encourage students to cultivate skills in the development and production of high-quality news and public affairs programming. OPB had one Orme intern this past year.

- OPB has paid internships in partnership with the Charles Snowden Foundation through their [Charles Snowden Program for Excellence in Journalism](#). OPB along with other Oregon college educators and Northwest news media organizations give accomplished students professional training in community journalism through 10-week summer internships. OPB is the only non-print media organization in Oregon in this program. OPB had one Snowden intern this past year.

Additional Information regarding Unpaid Internship Opportunities

Content Creation Internships (year-round):

OPB seeks intern candidates to participate in content creation at OPB. OPB relies on a multi-platform approach. Content creators in all departments are tasked with generating story elements that will be translatable to more than one medium. We seek students with experience and interest in all parts of the storytelling and production process. Content Creation Interns may be placed in departments such as TV Production, News, Digital Content or Music. Projects and programs may include Oregon Art Beat, Think Out Loud, State of Wonder, opbmusic and more. Internship opportunities in these areas vary a great deal, dependent on the time of year, current projects and the needs of the organization. We strive to place students in internships that align with their skills and interest. This past year there were 22 interns involved in content creation.

Content Creation Internship Opportunities include:

- Field Videography/Studio Production
- Field Recording/Audio Production (using Audition)
- Graphic Design (using Adobe CS and other tools)
- Interviewing
- Moving Graphic Design (using Adobe Aftereffects)
- Multimedia Journalism Content (creating pieces to enhance written content)
- Music (working with music cultivation, artists, events, daily station tasks)
- News gathering, reporting, writing
- Photography
- Research (historical, primary sources, compiling)
- Sound recording and editing (using ProTools or Adobe Audition)
- Show production and support (pre and post, detail coordination, processes and timelines, research, logging, documentation, etc.)
- Video editing (using FinalCut Pro, AVID or Premiere)
- Writing for web

Business and Operational Internships (year-round):

OPB seeks intern candidates for departments throughout the organization. Our internship programs provide students with the opportunity to observe and participate in the daily activities and long term projects involving all areas of OPB's work. Business and Operational Internships may provide students with experience in departments such as Development, Marketing, Engineering, Human and Volunteer Resources, Programming and more. There were 3 business and operational interns this past year.

Business and Operational Internship Opportunities include:

- Broadcast engineering (technical management)
- Fundraising (various disciplines including planned giving, member communications, donor programs and more)
- Graphic Design (using Adobe CS and other tools)
- Human and Volunteer Resource strategy, Organizational Communications
- Marketing Communications
- Moving Graphic Design (using Adobe Aftereffects)
- Legal
- Photography
- Public Relations
- Research (government policy, industry trends, labor law)
- Social Media Marketing
- Software development (Django, python, iOS, Android)

International Partnerships and Fellowships

This year OPB partnered with the International Center for Journalists (ICFJ) and the State Department to host and provide information to visiting journalists. The International Center for Journalists was established in 1984 as a private, nonprofit organization. The Center helps the news media attain the highest possible standards, fulfill their role as reliable servants of the public, strengthen the independence of the press and broaden news coverage of local and global issues. The Center believes that a professional and well-informed press benefits not only its immediate audience, but people everywhere. For this reason, ICFJ fosters the widest possible exchange of views and information among journalists worldwide and collaborates with newspapers, radio stations, television

companies and media assistance organizations in the United States and abroad. Since its establishment, ICFJ has relied on practical attachment programs with U.S. media organizations as one of the most effective ways to train visiting journalists and share American journalistic expertise. As part of our efforts with both the State Department and also the ICFJ, this year OPB has worked with two journalists from Russia and Latvia.

DIVERSITY IN OPB-CREATED CONTENT

OPB enables our workforce to fully embrace our commitment to represent the diversity of our communities in our work. Everyday OPB's multi-platform content illuminates the richness of our community. Below is a small sampling of OPB-produced content that reflects our diverse communities.

[OPB News](#)

Education

- The OPB series, [Class of 2025](#), is following a group of kindergartners as they start their educational journey toward high school. In 2013, those students started first grade. Continued coverage of the Class of 2025 with students of many backgrounds
- [A report on why Native American children and other students of color miss so much school](#)
- ["Microaggression" or "subtle racism" in Clackamas High School](#)
- [First of its kind Somali Language program starts in North Portland](#)
- [Washington's homeless student count continues to climb](#)
- [Oregon gets better at helping students learn English](#)

Health

- [Oregon tries to improve access to dental care](#)
- [Oregon judge grants new gender designation](#)
- [An five- part series about why Oregon is the nation's "surrogacy state" and provides many services to people around the world](#)

Social Issues & Justice

- Long-term coverage of Portland's homeless problem including, but not limited to
 - [Providing housing and storage](#)
 - [Portland mayor, Charlie Hales, proposes state of emergency on homelessness](#)
 - [Homeless veterans](#)
 - [Reporter's notebook: The homeless on my block](#)
 - [SW Washington city council candidate claims racial discrimination](#)
 - [Parenting program at Oregon's women's prison](#)
 - [A black student calls for forgiveness after allegedly being attacked by three white men on campus](#)
 - [Oregon DOJ employee on leave after "BlackLivesMatter" profiling](#)

Think Out Loud

- **On The Road:** Think Out Loud travels through the state, one stretch of road at a time, without a script, talking to whoever they meet on their travels.

Some examples:

- [Highway 26 from Sandy to Mount Hood](#) which included a conversation with the curator of the Mount Hood Cultural Center
 - [Highway 38 from I-5 to Reedsport](#) where they talked to a family who had adopted six children including three from Bolivia, an African American AmeriCorps volunteer who wants to return to New York, and the owner of a food truck called El Guerrero Azteca
 - [Malin to Chiloquin from the California border to Klamath Falls](#) where they met with Bohemians, Latinos, Native Americans, Mormons and Jehovah's Witnesses
- **At Home:** conversations with people with perspectives that we often don't hear from in the comfort of their own homes.

Including:

- [A woman who lived with ALS shortly before she passed away](#)
- [A person who is the last speaker of the Native American language, Hupa](#)
- [WWII vet James Yamazaki](#)

- **In-depth, hour-long conversations** with people of diverse backgrounds and experiences across the state including:
 - [Mohsin Hamid about the contradictions and complexities of globalization from his experiences in Pakistan, the US, and Britain](#)
 - [Jim Wallis discusses his book “America’s Original Sin” about racism and white privilege](#)
 - [Conversations with Hazelnut Grove Homeless Camp residents](#)

- **Long-term coverage** of many issues from diverse perspectives including education
 - [Madras High School Teaches Native Languages](#)
 - [High School behind bars](#)
 - [Veterans in schools](#)

[Oregon Art Beat](#)

[Cuba Libre](#) - Oregon Art Beat creates a half-hour mini-doc about the development of the musical, *Cuba Libre*. We’ll watch it go from idea to its Portland debut as it rumbles toward Broadway. This will be the culmination of a year’s worth of filming and reporting, as we see the production evolve from a dance workshop with temporary actors and dancers, through national auditions, an intensive seven-week rehearsal period right up to its debut. The work will feature the band, Tiempo Libre, directly from Cuba, a diverse cast and creative team, and will address the Cuban-American diaspora with generations of stories and images.

[Greg Robinson](#) – Primarily self-taught, Robinson had an early fascination for wildlife and tribal art after receiving a small carved canoe as a gift. He sold his first work of art in junior high school. His past and current works in the traditional Chinookan art forms are a tribute to the Columbia River ancestors, to whom art, life, stories, and culture were inseparable. Greg also teaches classes in traditional wood carving at the Confederate Tribes of the Grande Ronde in Portland, hoping to inspire Native artisans to carry on Pacific Northwest tribal arts.

[Arvie Smith](#) - Portland painter Arvie Smith makes colorful, larger-than-life paintings with a purpose: to reflect powerful social injustices and deepen our understanding of the African-American experience. How was his work evolved since he first spoke to *Oregon Art Beat* in 2001? Watch our “Art Beat Update” to find out.

[Tannaz Farsi](#) - An Iranian American immigrant from the age of 12, Tannaz Farsi mines the complex and layered meanings in language and cultural iconography. Using sculptural forms from both found objects and fabricated parts, she explores identity, displacement and the memories of one's homeland.

[DanceAbility](#) - Pioneering teacher, choreographer, and performer Alito Alessi travels the world to work with "all people." Through his organization DanceAbility International, this award-winning artist uses mixed ability improvisational dance as the basis for creating new ways to understand dance, movement, and one another. DanceAbility teachers and performers also choreograph stunning pieces of original dance, including this performance at the Hult Center in Eugene.

[Wendy Red Star](#) -Wendy Red Star's work includes creating, beading, sewing, building, configuring and then photographing the finished sculpture. She's preparing for several exhibits, including a fashion show in Kansas City; and a tour of Northwest Art work at the Tacoma Art Museum in mid-May. Her daughter, Beatrice, figures prominently in her work. We'll watch them prepare, give the tour, and talk with Wendy about reclaiming images of Native Americans from history.

"A Tribute to Jazz Town"

- [Darrell Grant](#) - We catch up with composer, performer and PSU professor Darrell Grant as he performs his latest work "The Territory."
- [Farnell Newton](#) - Internationally renowned trumpeter Farnell Newton plays, composes, and teaches us a thing or two about music and social media.
- [Pink Martini with Storm Large](#) – Singer, actress, playwright, rocker - Storm Large is a performer to be reckoned with! Art Beat first profiled her when she was singing in clubs with her band The Balls. Now, with stage and TV appearances under her belt - not to mention a gig at Carnegie Hall - we reconnect with her as she sings with Pink Martini.
- [Thara Memory](#) – **Art Beat Update**
After winning the Essentially Ellington competition, Thara Memory and his band, the Pacific Crest Jazz Orchestra, join us in our studio to play their winning performance.

[State of Wonder](#)

OPB's weekly arts and culture show on OPB Radio explore the arts from various perspectives each Saturday and Sunday. A few of the many shows we have produced includes:

- [A "How To" episode that includes how to use the terms "Latino" and "Hispanic" and how to create Afrikan Hip-Hop](#)
- [A discussion with one of the top names in international architecture, Kengo Kuma](#)
- [A discussion with Vietnam veteran, Marc Waszkiewicz](#)

[Oregon Experience](#)

[Jazz Town](#)

The Oregon Experience documentary, "Jazz Town," portrayed the mostly-African-American jazz scene that sprung up in Portland near the end of World War II. Black workers came from across the country to work in the local shipbuilding yards, and the small African-American population of Oregon – already concentrated in Portland – increased ten-fold. And though challenged by the city's deep-seated racism, the newcomers forged ahead. They created a successful, vibrant community and, almost overnight, made Portland one of the most active jazz scenes on the West Coast (...for 12-15 years, or until urban renewal began to tear down the neighborhoods and businesses that had sustained that community).