

## EEO PUBLIC FILE REPORT // LA SEU

August 1, 2023 -- July 31, 2024

### I. VACANCY LIST

See Section II, the “*Master Recruitment Source List*” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Associate Data Scientist	1-19, 21-25, 27-54, 56-73	14
Senior Analyst, Budget Management	1-19, 21-25, 27-54, 56-60, 62-66, 68, 70-73	14
Giving Engagement Officer	1-19, 21-25, 27-54, 56-60, 62-66, 68, 70-73	33

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Source Entitled to Vacancy Notification? Y/N
No. of Interviewees Referred by RS during Reporting Period

## SECTION II MASTER RECRUITMENT SOURCE LIST ("MRSL")

Agency	Last Name/De First name	Email	Email/Web	Street Address	City	St.	Zip		
1 Actors Fund Career Center	Berg	Ross	<a href="mailto:rberg@actorsfund.org">rberg@actorsfund.org</a>	<a href="mailto:rberg@actorsfund.org">rberg@actorsfund.org</a>	5757 Wilshire Blvd. #400	Los Angeles	CA 90036	Y	0
2 Arts for LA	Herrera	Gustavo	<a href="mailto:info@artsforla.org">info@artsforla.org</a>	<a href="mailto:info@artsforla.org">info@artsforla.org</a>	P.O. Box 4099	West Covina	CA 91791	N	0
3 Braille Institute				<a href="https://www.brailleinstitute.org/services-for-blind-adults/career-counseling">https://www.brailleinstitute.org/services-for-blind-adults/career-counseling</a>	741 N. Vermont Ave.	Los Angeles	CA 90029	N	0
4 California Broadcasters Association	Berry	Joe		<a href="https://ca.broadcast1source.com/Default.aspx">https://ca.broadcast1source.com/Default.aspx</a>	915 "L" Street #1150	Sacramento	CA 95814	Y	0
5 Cal State Long Beach/Career Center				<a href="http://www.careers.csulb.edu/employers">http://www.careers.csulb.edu/employers</a>	1250 Bellflower	Long Beach	CA 90840	N	0
6 CSUN/Career Center				<a href="https://www.csun.edu/career/employers">https://www.csun.edu/career/employers</a>	18111 Nordhoff St.	Northridge	CA 91330	N	0
7 Dan's List	Rothblatt	Dan	<a href="mailto:DRothblatt@jewishfoundationa.org">DRothblatt@jewishfoundationa.org</a>	<a href="mailto:dan@dans-list.org">dan@dans-list.org</a>	6505 Wilshire Blvd Ste. #1200	Los Angeles	CA 90048	Y	0
8 <i>(Organization Requested Removal)</i>									
9 JVS SoCal	Smith	Grant		<a href="mailto:gsmith@jvs-socal.org">gsmith@jvs-socal.org</a>	5446 Sepulveda Blvd.	Culver City	CA 90230	N	0
10 Los Angeles Dept of Arts and Culture	Sakoda	Kristin		<a href="https://www.lacountyarts.org/employment">https://www.lacountyarts.org/employment</a>	1055 Wilshire Blvd, Suite 800	Los Angeles	CA 90017	Y	0
11 Los Angeles Sentinel		Alan			3800 Crenshaw Blvd., Suite 200	Los Angeles	CA 90008	Y	0
12 Los Angeles Urban League	Kif	Maiesha		<a href="https://lajobs.laul.org/">https://lajobs.laul.org/</a>	4401 Crenshaw Blvd., #201	Los Angeles	CA 90043	Y	0
13 UCLA/African American Studies	Benson	Veronica		<a href="tel:(323)761-8888">(323) 761-8888</a>	1308 Rolfe Hall P.O. Box 957109	Los Angeles	CA 90095	N	0
14 USC Recruitment Website				<a href="https://usccareers.usc.edu/">https://usccareers.usc.edu/</a>	Student Union #110	Los Angeles	CA 90089	N	19
15 Venice Skills Center / LAUSD	Baskin	Lisa			611 5th Avenue	Venice	CA 90291	N	0
16 Verdugo Job Center	Khachikyan	Ani		<a href="mailto:akhachikyan@glendaleca.gov">akhachikyan@glendaleca.gov</a>	1255 S. Central Ave.	Glendale	CA 91204	Y	0
17 West Valley Occupational Center					6200 Winnetka Ave.	Woodland Hills	CA 91367	N	0
18 All Women in Media				<a href="https://allwomeninmedia.org/career-center/">https://allwomeninmedia.org/career-center/</a>	2365 Harrodsburg Road, A325	Lexington	KY 40504	Y	0
19 American News Women's Club				<a href="mailto:anwclub@comcast.net">anwclub@comcast.net</a>	1607 22nd Street, NW,	Washington	DC 20008	Y	0
20 <i>(Organization Requested Removal)</i>									
21 Association of Fundraising Professionals				<a href="https://jobs.afpglobal.org/employers/">https://jobs.afpglobal.org/employers/</a>	4300 Wilson Blvd #300	Arlington	VA 22203	N	0
22 California Arts Council				<a href="http://www.arts.ca.gov/opportunities/jobform.php">http://www.arts.ca.gov/opportunities/jobform.php</a>	1300 I Street	Sacramento	CA 95814	N	0
23 California Department of Rehabilitation				<a href="mailto:administration@tapability.org">administration@tapability.org</a>	721 Capitol Mall	Sacramento	CA 95814	Y	0
24 Calif State Employment Development Dept	CalJOBS			<a href="https://edd.ca.gov/Jobs_and_Training/Caljobs.htm">https://edd.ca.gov/Jobs_and_Training/Caljobs.htm</a>	745 Franklin Street	San Francisco	CA 94102	Y	0
25 Cal State University Chico Career Center	Deems	Donna	<a href="mailto:kaadams@csuchico.edu">kaadams@csuchico.edu</a>	<a href="https://www.csuchico.edu/careers/employers/">https://www.csuchico.edu/careers/employers/</a>	400 W. First Street	Chico	CA 95929-	Y	0
26 <i>(Organization Requested Removal)</i>									
27 Chronicle of Philanthropy				<a href="https://hire.philanthropy.com/careers">https://hire.philanthropy.com/careers</a>	1255 Twenty-Third St. 7th Floor	Washington	DC 20037	N	0
28 <i>(Organization Requested Removal)</i>									
29 Current				<a href="https://current.org/">https://current.org/</a>	4400 Massachusetts Avenue, NW	Washington	DC 20016	N	0
30 Emma Bowen Foundation	Barham	Michael		<a href="https://www.emmabowenfoundation.com/jobs">https://www.emmabowenfoundation.com/jobs</a>				Y	0
31 Internal Candidate								N	0
32 Howard University				<a href="https://careerservices.howard.edu/employers">https://careerservices.howard.edu/employers</a>	Powell Building, 525 Bryant Street NW	Washington	DC 20059	N	0
33 Indeed.com				<a href="https://www.indeed.com/">https://www.indeed.com/</a>				N	1
34 The Job Plugs				<a href="https://thejobplugs.com/employers/">https://thejobplugs.com/employers/</a>				N	0
35 JournalismJob.com				<a href="http://journalismjob.com/">http://journalismjob.com/</a> Email: corp@sastha.net		Michigan	MI	N	0
36 Linked-In.com				<a href="https://business.linkedin.com/talent-solutions/">https://business.linkedin.com/talent-solutions/</a>				N	0
37 Mills College Career Center	Ramirez	Ashley		<a href="https://support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job">https://support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job</a>	5000 MacArthur Blvd	Oakland	CA 94613	Y	0

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Agency	Last Name/De First name	Email	Email/Web	Street Address	City	St.	Zip		
38 Monster.com			<a href="https://www.monster.com/">https://www.monster.com/</a> <a href="https://spelman.joinhandshake.com/employer_registrations/new">https://spelman.joinhandshake.com/employer_registrations/new</a>					N	0
39 Spelman College	Career Planning & Devt		<a href="https://www.sphinxmusic.org/job-postings/">https://www.sphinxmusic.org/job-postings/</a>	350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0
40 Sphinx Music Organization	Floyd Achia	<a href="mailto:Achia@SphinxMusic.org">Achia@SphinxMusic.org</a>	<a href="http://www.sphinxmusic.org/job-postings/">http://www.sphinxmusic.org/job-postings/</a>	2200 Hunt Street, Suite 461	Detroit	MI	48207	Y	0
41 Word of Mouth/Personal Contacts								N	0
42 WOC (Women Of Color)			<a href="https://www.woc-fp.com/post-job">https://www.woc-fp.com/post-job</a>					N	0
43 Asian Business League of SF			<a href="mailto:info@ablsf.org">info@ablsf.org</a>					Y	0
44 Asian Immigrant Women Advocates			<a href="mailto:info@aiwa.org">info@aiwa.org</a>					Y	0
45 Asian Women's Resources			<a href="mailto:awrcgloria@pacbell.net">awrcgloria@pacbell.net</a>					Y	0
46 Bay Area Black Journalists Association			<a href="mailto:babja1982@gmail.com">babja1982@gmail.com</a>	1714 Franklin St. #100-260	Oakland	CA	94612	Y	0
47 Cal State East Bay	Head Sylvia		<a href="https://www.csueastbay.edu/aace/employers.html">https://www.csueastbay.edu/aace/employers.html</a>	25800 Carlos Bee Blvd. SA #2300	Hayward	CA	94542	N	0
48 Chinese for Affirmative Action	Lim Amos		<a href="mailto:ejteam@caasf.org">ejteam@caasf.org</a> <a href="https://www.idealists.org/en/jobs_Direct Contact:">https://www.idealists.org/en/jobs_Direct Contact:</a>					Y	0
49 Filipinos Advocates for Justice	Job Center		<a href="http://www.filipinos4action.org">http://www.filipinos4action.org</a>	310 8th Street #306	Oakland	CA	94607	Y	0
50 JVS San Francisco	Ruggles Dylan		<a href="https://www.jvs.org/for-employers/">https://www.jvs.org/for-employers/</a>	225 Bush Street #400	San Francisco	CA	94104	Y	0
51 Korean Center Inc.	Park Young			1362 Post Street	San Francisco	CA	94109	Y	0
52 Media Alliance			<a href="https://media-alliance.org/job-file/post-an-available-job/">https://media-alliance.org/job-file/post-an-available-job/</a>	2830 20th Street #201	San Francisco	CA	94110	Y	0
53 National University	Career Center Assistant			9388 Lightwave Ave.	San Diego	CA	92123	N	0
54 New Ways Workers	Duong Scott		<a href="https://sfcu.edu/student-resources/professional-development-and-engagement-center/employment-opportunities">https://sfcu.edu/student-resources/professional-development-and-engagement-center/employment-opportunities</a>	2012 Pine Street	San Francisco	CA	94115	Y	0
56 San Francisco Conservatory of Music			<a href="mailto:info@hccsf.com">info@hccsf.com</a>	50 Oak Street	San Francisco	CA	94102	N	0
57 San Francisco Hispanic Chamber of Commerce			<a href="mailto:hsa.jobsnow@sfgov.org">hsa.jobsnow@sfgov.org</a>					Y	0
58 San Francisco Human Services Agency	Jobs Now program		<a href="mailto:recruit@sfsu.edu">recruit@sfsu.edu</a>	1800 Oakdale Avenue, 1st Floor	San Francisco	CA	94124	N	0
59 San Francisco State University-Career Center			<a href="mailto:jour@sfsu.edu">jour@sfsu.edu</a>		San Francisco			N	0
60 San Francisco State University-Journalism Dept	Wehrer Amber		<a href="https://www.sisu.edu/careercenter/employers/post-opportunities.php">https://www.sisu.edu/careercenter/employers/post-opportunities.php</a>		San Francisco			Y	0
61 (Organization Requested Removal)			<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>						
62 San Jose State University	Career Center		<a href="mailto:acontreras@sscf.org">acontreras@sscf.org</a>	One Washington Square	San Jose	CA	95192	N	0
63 Sonoma State University	Career Center		<a href="https://stmarys-ca.joinhandshake.com">https://stmarys-ca.joinhandshake.com</a>	1801 E. Cotati Avenue	Rohnert Park	CA	94928	N	0
64 Southeast Asian Community Center	Phan Dora		<a href="https://www.joinhandshake.com/employers/request-more-info/">https://www.joinhandshake.com/employers/request-more-info/</a>	875 O'Farrell Street	San Francisco	CA	94109	Y	0
65 Spanish Speaking Citizens Foundation	Contreras Alicia			1470 Fruitvale Ave.	Oakland		94601	Y	0
66 St. Mary's College of CA	Career Services		<a href="https://www.ywcaofsanfrancisco.org">https://www.ywcaofsanfrancisco.org</a>	PO Box 3421	Moraga	CA	94575	N	0
67 (Organization Requested Removal)									
68 UC Berkeley	Career Center			2440 Bancroft Way	Berkeley	CA	94720	Y	0
69 (Organization Requested Removal)									
70 YWCA of San Francisco	Gundersheim Bette		<a href="https://www.devry.edu/about/campus-locations/california">https://www.devry.edu/about/campus-locations/california</a>	940 Powell Street, # 101	San Francisco	CA	94108	Y	0
TECH/IT/Engineering jobs									
71 DeVry University / Long Beach Location			<a href="https://www.lattc.edu/student-services/ecs">https://www.lattc.edu/student-services/ecs</a>	3880 Kilroy Airport Way	Long Beach	CA	90806	N	0
72 Los Angeles Trade Tech			<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>	400 West Washington Blvd	Los Angeles	CA	90015	N	0
73 SBE: Society Of Broadcast Engineers				9102 N Meridian St., # 150	Indianapolis	IN	46260	N	0

Total 20

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**III. RECRUITMENT INITIATIVES**

<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1 <b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	<p>Commencing in January of 2024, all SEU hiring managers were assigned to take the annual CPB-sponsored online course focused on the prevention of sexual harassment in the workplace.</p> <p>Among other topics, the course defined sexual harassment and discussed the importance of maintaining a harassment-free workplace.</p>
2 <b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b>	<p>Commencing in September 2023, all SEU managers were again mandated to take a USC-sponsored online course, focusing on sexual harassment in the workplace and how to address it in the SEU's various departments, with specific steps and procedures detailed.</p>

3	<p><b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b></p>	<p>On July 10, 2024, all of the hiring managers, together with the Senior Leadership Team, attended the <i>LA SEU EEO Self-Assessment</i> exercise, focusing on what worked for the SEU in its outreach this past year and what had not.</p> <p>There was also report from the SEU’s own <i>DEIB Task Force</i> on the group’s efforts this past year to improve diversity and inclusion throughout the company.</p> <p>A vigorous group discussion was then held, taking a serious look at ways to improve our outreach efforts to community groups for each of our job vacancies.</p> <p>A new idea surfaced: this group asked the SEU Management to identify and work with a minority group on campus, to establish a <u>pipeline</u> program with the goal of providing training opportunities and internships to members of that group.</p>
4	<p><b>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</b></p>	<p>A student from the USC Thornton School of Music visited the station on January 23, 2024 and received a full tour of all our control rooms and facilities led by the <i>SEU’s Director of Production</i>.</p> <p>The student is interested in music recording and post production, with a possible career in broadcasting.</p>
5	<p><b>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</b></p>	<p>Six students from the <i>USC Marshall School of Business</i> visited the station on February 2, 2024 and received a full tour of all our control rooms and facilities, led by the SEU’s CTO/COO.</p>

		<p>Two expressed an interest in music recording and post production, with a possible career in broadcasting.</p>
6	<p><b>Participate in events/programs sponsored by or on behalf of <u>Educational Institutions</u> related to careers in broadcasting</b></p>	<p>Six students from the <i>USC Marshall School of Business</i> visited the station on February 7, 2024 and received a full tour of all our control rooms and facilities, led by the SEU's CTO/COO.</p> <p>One expressed an interest in music recording and post production, with a possible career in broadcasting.</p>
7	<p><b>Training programs that enable station personnel to acquire skills to qualify them for higher level positions</b></p>	<p>The SEU sent two Business Office staffers to attend on-site the <u>2024 Annual Public Media Business Association Conference</u>, which took place the week of May 28-31, 2024, in St. Louis, MO.</p> <p>Both staffers had the opportunity to learn more about the public media industry; they attended training sessions related to finance, compliance, and HR concerns.</p> <p>These training sessions taught concepts and skills necessary for the Technicians to qualify for higher-level positions in HR management.</p>
8	<p><b>Training programs that enable station personnel to acquire skills to qualify them for higher level positions</b></p>	<p>Several mid-level managers attended a USC Leadership Training course over 12 weeks in the Fall of 2023. The course was designed by <i>Learning &amp; Organizational Development, University HR</i>.</p> <p>The course was entitled "<u>Management Essentials</u>" and it was specifically targeted to middle manager-types -- enabling many of the attendees to gain skills that could lead to higher positions.</p>