

## EEO PUBLIC FILE REPORT // SF 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

**No Vacancies For This Reporting Period**

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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/D First nam	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>	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="https://www.brailleinstitute.org/services-for-blind-adults/career-counseling">https://www.brailleinstitute.org/services-for-blind-adults/career-counseling</a>	P.O. Box 4099	West Covina	CA	91791	N	0	
3 Braille Institute			<a href="https://ca.broadcast1source.com/Default.aspx">https://ca.broadcast1source.com/Default.aspx</a>	741 N. Vermont Ave.	Los Angeles	CA	90029	N	0	
4 California Broadcasters Association	Berry	Joe	<a href="http://www.careers.csulb.edu/employers">http://www.careers.csulb.edu/employers</a>	915 "L" Street #1150	Sacramento	CA	95814	Y	0	
5 Cal State Long Beach/Career Center			<a href="https://www.csun.edu/career/employers">https://www.csun.edu/career/employers</a>	1250 Bellflower	Long Beach	CA	90840	N	0	
6 CSUN/Career Center			<a href="mailto:dans@dans-list.org">dans@dans-list.org</a>	18111 Nordhoff St.	Northridge	CA	91330	N	0	
7 Dan's List	Rothblatt	Dan		6505 Wilshire Blvd Ste. #1200	Los Angeles	CA	90048	Y	0	
8 (Organization Requested Removal)										
9 JVS SoCal	Smith	Grant	<a href="mailto:gsmith@jvs-social.org">gsmith@jvs-social.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	0	
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 (Organization Requested Removal)										
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		Talent Acquisition Portal (TAP)	<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 (Organization Requested Removal)										
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 (Organization Requested Removal)										
29 Current			<a href="https://current.org/">https://current.org/</a>	4400 Massachusetts Avenue, NW	Washington	DC	20016	N	0	
30 (Organization Requested Removal)										
31 Internal Candidate								N	0	
32 Howard University		Office of Career Services	<a href="https://careerservices.howard.edu/employers">https://careerservices.howard.edu/employers</a>	Powell Building, 525 Bryant St NW	Washington	DC	20059	N	0	
33 Indeed.com			<a href="https://www.indeed.com/">https://www.indeed.com/</a>					N	0	
34 (Organization Requested Removal)										
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> <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>					N	0	
37 Mills College Career Center	Ramirez	Ashley		5000 MacArthur Blvd	Oakland	CA	94613	Y	0	

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

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Agency	Last Name/D First nam	Email	Email/Web	Street Address	City	St.	Zip				
38	<i>(Organization Requested Removal)</i>										
39	Spelman College		Career Planning & Devt	<a href="https://spelman.joinhandshake.com/employer_registrations/new">https://spelman.joinhandshake.com/employer_registrations/new</a>	350 Spelman Lane SW Box #10	Atlanta	GA 30314	N	0		
40	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										
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	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>			Y	0		
49	Filipinos Advocates for Justice		Job Center		<a href="https://www.idealists.org/en/jobs_Direct Contact:">https://www.idealists.org/en/jobs_Direct Contact:</a>						
50	JVS San Francisco		Ruggles	Dylan	<a href="http://www.filipinos4action.org">http://www.filipinos4action.org</a>	310 8th Street #306	Oakland	CA 94607	Y	0	
51	Korean Center Inc.		Park	Young	<a href="https://www.ivs.org/for-employers/">https://www.ivs.org/for-employers/</a>	225 Bush Street #400	San Francisco	CA 94104	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>	1362 Post Street	San Francisco	CA 94109	Y	0	
53	National University		Career Center Assistant			2830 20th Street #201	San Francisco	CA 94110	Y	0	
54	New Ways Workers		Duong	Scott		9388 Lightwave Ave.	San Diego	CA 92123	N	0	
55	<i>(Organization Requested Removal)</i>										
56	San Francisco Conservatory of Music				<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>	50 Oak Street	San Francisco	CA 94102	N	0	
57	San Francisco Hispanic Chamber of Commerce				<a href="mailto:info@hccsf.com">info@hccsf.com</a>				Y	0	
58	San Francisco Human Services Agency		Jobs Now program		<a href="mailto:hsa.jobsnow@sfgov.org">hsa.jobsnow@sfgov.org</a>	1800 Oakdale Avenue, 1st Floor	San Francisco	CA 94124	N	0	
59	San Francisco State University-Career Center				<a href="mailto:recruit@sfsu.edu">recruit@sfsu.edu</a>		San Francisco		N	0	
60	San Francisco State University-Journalism & Mass Communication		Wehrer	Amber	<a href="mailto:jour@sfsu.edu">jour@sfsu.edu</a>		San Francisco		Y	0	
61	<i>(Organization Requested Removal)</i>										
62	San Jose State University		Career Center		<a href="https://www.sjsu.edu/careercenter/employers/post-opportunities.php">https://www.sjsu.edu/careercenter/employers/post-opportunities.php</a>	One Washington Square	San Jose	CA 95192	N	0	
63	Sonoma State University		Career Center		<a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	1801 E. Cotati Avenue	Rohnert Park	CA 94928	N	0	
64	Southeast Asian Community Center		Phan	Dora		875 O'Farrell Street	San Francisco	CA 94109	Y	0	
65	Spanish Speaking Citizens Foundation		Contreras	Alicia	<a href="mailto:acontreras@sscf.org">acontreras@sscf.org</a>	1470 Fruitvale Ave.	Oakland	94601	Y	0	
66	St. Mary's College of CA		Career Services		<a href="https://stmarys-ca.joinhandshake.com">https://stmarys-ca.joinhandshake.com</a>	PO Box 3421	Moraga	CA 94575	N	0	
67	The Women's Building				<a href="mailto:rania@womensbuilding.org">rania@womensbuilding.org</a>	3543 18th St #8	San Francisco	CA 94110	Y	0	
68	UC Berkeley		Career Center		<a href="https://www.joinhandshake.com/employers/request-more-info/">https://www.joinhandshake.com/employers/request-more-info/</a>	2440 Bancroft Way	Berkeley	CA 94720	Y	0	
69	<i>(Organization Requested Removal)</i>										
70	YWCA of San Francisco		Gundersheim Bette		<a href="mailto:gretchen@ywcasf-marin.org">gretchen@ywcasf-marin.org</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.devry.edu/about/campus-locations/california">https://www.devry.edu/about/campus-locations/california</a>	3880 Kilroy Airport Way	Long Beach	CA 90806	N	0	
72	Los Angeles Trade Tech				<a href="https://www.lattc.edu/student-services/ecs">https://www.lattc.edu/student-services/ecs</a>	400 West Washington Blvd	Los Angeles	CA 90015	N	0	
73	SBE: Society Of Broadcast Engineers				<a href="https://sbe.org/resources/jobs/">https://sbe.org/resources/jobs/</a>	9102 N Meridian St., # 150	Indianapolis	IN 46260	N	0	
74	Women's Audio Mission		Cerza	Christina	<a href="mailto:ccerza@womensaudiomission.com">ccerza@womensaudiomission.com</a>	<a href="https://www.womensaudiomission.org">https://www.womensaudiomission.org</a>	542-544 Natoma Street, #C-1	San Francisco	CA 94103	N	0
									<b>Total</b>	<b>0</b>	

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**III. RECRUITMENT INITIATIVES**

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
1	<b><u>Mentoring program</u> for station personnel</b>	<p>The <i>Director of Major Giving</i> mentored the SEU's <i>Donor Relations Representative</i> this past year. They meet weekly to review strategy, tasks, challenges, and evaluated opportunities for <u>major gift giving</u>.</p> <p>This mentorship provided training on the skills necessary to obtain higher-level positions in the broadcast industry.</p>
2	<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 a 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>

3	<p><b>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b></p>	<p>Commencing in September 2023, all SEU managers were also 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>
4	<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>SF 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 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>
5	<p><b><u>Mentoring program</u> for station personnel</b></p>	<p>Since Aug 1, 2023, the SEU's <i>Associate Director of User Journey</i> has been mentoring one of our recent host trainees, meeting formally each week to work on "User Journey" projects with him.</p> <p>This mentorship provided training on the skills necessary to obtain higher-level positions in the broadcast industry.</p>

6	<p>Participate in events/programs sponsored by or on behalf of <b><u>Educational Institutions</u></b> related to careers in broadcasting</p>	<p>On May 22, 2024 the SEU's <i>Donor Relations Representative</i> gave a station tour to a student from the <i>San Francisco Conservatory of Music / Department of Technical Applied Composition</i>.</p> <p>The student was provided a "behind the scenes" view of our studios and had the opportunity to ask questions about careers in broadcasting.</p>
7	<p>Participate in events/programs sponsored by or on behalf of <b><u>Educational Institutions</u></b> related to careers in broadcasting</p>	<p>On June 23, 2024 the SEU's <i>Associate Director of User Journey</i> gave a station tour to a student from the California Symphony's <b><u>Sound Minds</u></b> program for students 18 and younger.</p> <p>The student was provided a "behind the scenes" view of our studios and had the opportunity to ask questions about careers in broadcasting.</p>
8	<p>Participate in events/programs sponsored by or on behalf of <b><u>Educational Institutions</u></b> related to careers in broadcasting</p>	<p>On September 25th, KDFC played host to the <i>Technology and Applied Composition</i> department of the <b>San Francisco Conservatory of Music</b>. SFCM's TAC program offers classes that focus on careers in scoring music for film, television, media sound design, and audio engineering.</p> <p>As part of our relationship with SFCM, KDFC offered an opportunity for TAC students to spend time with our <i>Director of Production</i> in a radio environment, getting a close view of the day-to-day operations, and building a familiarity with what we do.</p>