

EEO PUBLIC FILE REPORT // SF SEU

August 1, 2020 - July 31, 2021

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
KDFC Announcer/Host	1 – 27 & 29, 30 32 – 34 & 36, 37 39 – 41 & 45, 46, 49 51, 53, 54, 56, 57, 59, 61 64 – 70, 75	#15

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RS#

SECTION II

MASTER RECRUITMENT SOURCE LIST ("MRSL")

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

Agency	Last Name/Dep	First name	Email/Web	Street Address	City	St.	Zip			
1	Actors Fund Career Center	Berg	Ross	rberg@actorsfund.org	5757 Wilshire Blvd. #400	Los Angeles	CA	90036	Y	0
2	Arts for LA	Herrera	Gustavo	info@artsforla.org	1149 So. Hill St	Los Angeles	CA	90015	N	0
3	Braille Institute			https://www.brailleinstitute.org/services-for-blind-adults/career-counseling	741 N. Vermont Ave.	Los Angeles	CA	90029	N	0
4	California Broadcasters Association	Berry	Joe	https://ca.broadcast1source.com/Default.aspx	915 "L" Stree#1150t	Sacramento	CA	95814	Y	0
5	Cal State Long Beach/Career Center			http://www.careers.csulb.edu/employers	1250 Bellflower	Long Beach	CA	90840	N	0
6	CSUN/Career Center			https://www.csun.edu/career/employers	18111 Nordhoff St.	Northridge	CA	91330	N	0
7	Dan's List	Rothblatt	Dan	dan@dans-list.org	6505 Wilshire Blvd Ste. #1200	Los Angeles	CA	90048	Y	0
				https://edd.ca.gov/Jobs_and_Training/Experience_Unlim						
8	Experience Unlimited/EDD	Frigs	Jeannine	ited Local Information.htm	933 S. Glendora Ave.	West Covina	CA	91790	N	0
9	Los Angeles Dept of Arts and Culture	Sakoda	Kristin	https://groups.io/g/laculturenet	1055 Wilshire Blvd Suite 800	Los Angeles	CA	90017	Y	0
10	Los Angeles Employment Resource Center			WEL-EC-LosAngeles@ChurchOfJesusChrist.org	2730 E. 12th St	Los Angeles	CA	90023	N	0
11	Los Angeles Sentinel		Alan	https://lasentinel.net/classifieds/place-ad	3800 Crenshaw Blvd.	Los Angeles	CA	90008	Y	0
12	Los Angeles Urban League	Kif	Maiesha	Maiesha.kif@laul.org	4401 Crenshaw Blvd. #201	Los Angeles	CA	90043	Y	0
13	Plaza de La Raza	Jimenez	Maria	maria.jimenez@plazadelaraza.org	3540 N. Mission Rd	Los Angeles	CA	90031	Y	0
14	UCLA/African American Studies	Benson	Veronica	https://ucla.joinhandshake.com/login	1308 Rolfe Hall P.O. Box 957109	Los Angeles	CA	90095	N	0
15	USC Recruitment Website			https://careers.usc.edu/connectsc/	Student Union #110	Los Angeles	CA	90089	Y	4
16	Venice Skills Center / LAUSD	Baskin	Lisa		611 5th Avenue	Venice	CA	90291	N	0
17	Verdugo Job Center	Khachikyan	Ani	akhachikyan@glendaleca.gov	1255 S. Central Ave.	Glendale	CA	91204	Y	0
18	West Valley Occupational Center				6200 Winnetka Ave.	Woodland Hills	CA	91367	N	0
19	American News Women's Club			anwclub@comcast.net	1607 22nd Street, NW,	Washington	DC	20008	Y	0
20	Asian American Journalists Assoc			https://www.aaaja.org/posting_jobs_introduction	575 Market St	San Francisco	CA	94105	Y	0
21	Association of Fundraising Professionals			https://jobs.afpglobal.org/employers/	4300 Wilson Blvd #300	Arlington	VA	22203	N	0
22	California Arts Council			http://www.arts.ca.gov/opportunities/jobform.php	1300 I Street	Sacramento	CA	95814	N	0
23	California Chicano News Media Assoc	Career Center		https://www.cnma.org/careers	Cronkite School of Journalism 725					
24	California Department of Rehabilitation	Talent Acquisition Portal (TAP		administration@tapability.org	Arizona St Santa Monica		CA	90401-	Y	0
25	Calif State Employment Development Dept	CalJOBS		https://edd.ca.gov/Jobs_and_Training/Caljobs.htm	721 Capitol Mall	Sacramento	CA	95814	Y	0
26	Cal State University Chico Career Center	Deems	Donna	https://www.csuchico.edu/careers/employers/	745 Franklin Street	San Francisco	CA	94102	Y	0
27	Chronicle of Philanthropy			https://hire.philanthropy.com/careers	400 W. First Street	Chico	CA	95929-	Y	0
28	Community Colleges Jobs Consortium	College Central Network		collegecentral.com/caccjobs/	1255 Twenty-Third St. 7th Floor	Washington	DC	20037	N	0
29	CPB			cpb.org		Sacramento	CA		N	0
30	Current			https://current.org/	401 9th Street, NW	Washington	DC	20004	N	0
31	Emma Bowen Foundation			https://www.emmabowenfoundation.com/jobs	4400 Massachusetts Avenue, NW	Washington	DC	20016	N	0
32	Internal Candidate								Y	0
					Powell Building, 525 Bryant Street				N	0
33	Howard University	Office of Career Services		https://careerservices.howard.edu/employers	NW	Washington	DC	20059	N	0
34	Indeed.com			https://www.indeed.com/					N	0
35	JournalismJob.com			http://journalismjob.com/ Email: corp@sastha.net		Michigan	MI		N	0

36	Linked-In.com			https://business.linkedin.com/talent-solutions/								N	0
37	Mills College Career Center	Ramirez	Ashley	https://support.joinhandshake.com/hc/en-us/articles/218693198-How-to-Post-a-Job	5000 MacArthur Blvd	Oakland	CA	94613	Y	0			
38	Monster.com			https://www.monster.com/								N	0
39	Spelman College			https://spelman.joinhandshake.com/employer_registrations/new	350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0			
40	Sphinx Music Organization			http://www.sphinxmusic.org/job-postings/	2200 Hunt Street, Suite 461	Detroit	MI		Y	0			
41	Word of Mouth/Personal Contacts	Strasburg	Stephanie	stephane@spinxmusic.org								N	0
42	Asian Business League of SF			info@ablsf.org								Y	0
43	Asian Immigrant Women Advocates			info@aiwa.org								Y	0
44	Asian Women's Resources			awrcgloria@pacbell.net								Y	0
45	Bay Area Black Journalists Association			babja1982@gmail.com	1714 Franklin St. #100-260	Oakland	CA	94612	Y	0			
46	Cal State East Bay	Head	Sylvia	https://www.csueastbay.edu/aace/employers.html	25800 Carlos Bee Blvd. SA #2300	Hayward	CA	94542	N	0			
47	California State University, Chico			kaadams@csuchico.edu								N	0
48	Chinese for Affirmative Action			joblist@caasf.org								Y	0
49	Filipinos Advocates for Justice	Job Center		https://www.idealists.org/en/jobs Direct Contact:									
50	Jewish Vocational Service			http://www.filipinos4action.org	310 8th Street #306	Oakland	CA	94607	Y	0			
51	Korean Center Inc.	Park	Young	info@jvs.org								Y	0
52	Lions Center for the Blind			caleb@lbcenter.org								Y	0
53	Media Alliance			https://media-alliance.org/job-file/post-an-available-job/	2830 20th Street #201	San Francisco	CA	94110	Y	0			
54	Mission Neighborhood Centers	Jimenez	Karla	karla.jimenez@mncsf.org	362 Capp St.	San Francisco	CA	94110	Y	0			
55	National University	Career Center Assistant				San Jose	CA	95128-	N	0			
56	New Ways Workers	Duong	Scott		2012 Pine Street	San Francisco	CA	94115	Y	0			
57	Oakland Public Library	Tominaga	Mana	oaklandhasjobs@gmail.com	125 14th Street	Oakland	CA	94612	Y	0			
58	San Francisco Chamber of Commerce			jjackson@sfcchamber.com								Y	0
59	San Francisco Conservatory of Music			https://sfc.edu/student-resources/professional-development-and-engagement-center/employment-opportunities	50 Oak Street	San Francisco	CA	94102	N	0			
60	San Francisco Hispanic Chamber of Commerce			info@hccsf.com								Y	0
61	San Francisco Human Services Agency	Jobs Now program		hsa.jobsnow@sfgov.org	1800 Oakdale Avenue, 1st Floor	San Francisco	CA	94124	N	0			
62	San Francisco State University-Career Center			recruit@sfsu.edu		San Francisco						N	0
63	San Francisco State University-Journalism Dept	Wehrer	Amber	jour@sfsu.edu		San Francisco						Y	0
64	Santa Clara University			https://scu.joinhandshake.com/login	500 El Camino Real	Santa Clara	CA	95053	N	0			
65	San Jose State University	Career Center		https://www.sjsu.edu/careercenter/employers/post-opportunities.php	One Washington Square	San Jose	CA	95192	N	0			
66	Sonoma State University	Career Center		https://app.joinhandshake.com	1801 E. Cotati Avenue	Rohnert Park	CA	94928	N	0			
67	Southeast Asian Community Center	Phan	Dora		875 O'Farrell Street	San Francisco	CA	94109	Y	0			
68	Spanish Speaking Citizens Foundation	Contreras	Alicia	acontreras@sscf.org	1470 Fruitvale Ave.	Oakland		94601	Y	0			
69	St. Mary's College of CA	Career Services		https://stmarys-ca.joinhandshake.com	PO Box 3421	Moraga	CA	94575	N	0			
70	The Women's Building			tania@womensbuilding.org	3543 18th St #8	San Francisco	CA	94110	Y	0			
71	UC Berkeley	Career Center		https://www.joinhandshake.com/employers/request-more-info/								Y	0
72	West Bay Filipino Multi Service Center			westbaycenter@sbcglobal.net								Y	0
73	Women's Economic Agenda Project			weap@weap.org								Y	0
74	Youth Radio			youthradio@youthradio.org								Y	0
75	YWCA of San Francisco	Gundersheim	Bette	gretchen@ywca-sf-marin.org	940 Powell Street, # 101	San Francisco	CA	94108	Y	0			

Total	4
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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
1	<u>Mentoring program</u> for station personnel	Director of Major Giving is mentoring the SEU’s Major Gifts Officer. They meet weekly to review strategy, tasks, challenges and evaluating any opportunities with major giftgiving.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	In November 2021, all SEU managers took a CPB-sponsored online course focused on the prevention of sexual harassment in the workplace. Among other topics, the course defined sexual harassment and discussed the importance of a harassment-free workplace.

3	<p>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>On April 20, 2021, the SEU’s Director of Compliance, Bill Kappelman, held an hour long EEO seminar attended by all hiring station managers: a self-assessment exercise focusing on what worked and what did not, in terms of productive outreach efforts.</p> <p>A variety of topics and methodologies for ensuring equal employment opportunity, as well as ways to comply with FCC EEO regulations were presented.</p>
4	<p>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>SEU embarked on a substantial journey focusing on <i>Diversity, Equity, Inclusion, & Belonging</i>, with the assistance of a facilitator.</p> <p>The Unit had several full-staff DEIB mandatory meetings; one-on-one meetings with a facilitator, culminating in a full staff meeting with breakout sessions.</p> <p>The goal was to develop and apply a set of DEIB competencies that reflect good Diversity Management.</p>
5	<p>Participate in a job or career fair</p>	<p>On March 31, 2021, several upper-level managers with hiring authority participated in the <u>Public Media Career Fair</u> sponsored by <i>Current</i>, the public media trade magazine.</p> <p>All done virtually because of COVID, the managers “chatted” with prospective job applicants --through the job fair platform’s chat feature – and answered any questions they had.</p>

	<p>Managers were also able to review resumes that had been uploaded through the <u>Fair</u> portal.</p>
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