

EEO PUBLIC FILE REPORT // LA SEU

August 1, 2021 -- July 31, 2022

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
KUSC Producer	1 – 13 & 15 – 21 23 – 31 & 33 37 – 39 & 41 – 43 45 – 77	#42
Business / Budget Technician (#1)	1 – 13 & 15 – 21 23 – 31 & 33 38, 41, 43 46 – 77	#15

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Business / Budget Technician (#2)	1 – 13 & 15 – 21 23 – 31 & 33 35, 38, 39, 41, 43 46 – 77	#15
Business / Budget Technician (#3)	1 – 13 & 15 – 21 23 – 31 & 33 34, 38, 41, 43 46 – 77	#34
Marketing Director	1 – 21 23 – 31 & 33 – 35 38, 39, 41 – 43 46 – 77	#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/Dept	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			brailleinstitute.org/services-for-blind-adults/career-counseling	741 N. Vermont Ave.	Los Angeles	CA	90029	N	0
4 California Broadcasters Association	Berry	Joe	ca.broadcast1source.com	915 "L" Street #1150t	Sacramento	CA	95814	Y	0
5 Cal State Long Beach/Career Center			http://careers.csulb.edu/employers	1250 Bellflower	Long Beach	CA	90840	N	0
6 CSUN/Career Center			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
8 Experience Unlimited/EDD	Frigs	Jeannine	cal.info.gov/jobs_and_Training/Experience_Unlimited_Lo_cal_information.htm	933 S. Glendora Ave.	West Covina	CA	91790	N	0
9 JVS SoCal	Smith	Grant	gsmith@jvs-socal.org	5446 Sepulveda Blvd.	Culver City	CA	90230	N	0
10 Los Angeles Dept of Arts and Culture	Sakoda	Kristin	lacountyarts.org/employment	1055 Wilshire Blvd, Suite 800	Los Angeles	CA	90017	Y	0
11 Los Angeles Sentinel		Alan	Suite 200	3800 Crenshaw Blvd.	Los Angeles	CA	90008	Y	0
12 Los Angeles Urban League	Kif	Maiesha	lajobs.laul.org/	4401 Crenshaw Blvd., #201	Los Angeles	CA	90043	Y	0
13 UCLA/African American Studies	Benson	Veronica	(323) 761-8888	1308 Rolfe Hall P.O. Box 957109	Los Angeles	CA	90095	N	0
14 USC Alumni Association			alumni.usc.edu/		Los Angeles	CA	90089	N	1
15 USC Recruitment Website			careers.usc.edu/jobs/	Student Union #110	Los Angeles	CA	90089	N	10
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	Angela	Tang	aaja.org/posting_jobs_introduction	1301 K Street, NW, 300W, 3rd Fl.	Washington	DC	20005	Y	0
21 Association of Fundraising Professionals			jobs.afpglobal.org/employers/	4300 Wilson Blvd #300	Arlington	VA	22203	N	0
22 Bing			bing.com					N	1
23 California Arts Council			arts.ca.gov/opportunities/jobform.php	1300 I Street	Sacramento	CA	95814	N	0
24 California Department of Rehabilitation	Talent Acquisition Portal (TAP		administration@tapability.org	721 Capitol Mall	Sacramento	CA	95814	Y	0
25 Calif State Employment Development Dept	CalJOBS		edd.ca.gov/Jobs_and_Training/Caljobs.htm	745 Franklin Street	San Francisco	CA	94102	Y	0
26 Cal State University Chico Career Center	Deems	Donna	csuchico.edu/careers/employers/	400 W. First Street	Chico	CA	95929-	Y	0
			ccnma.org/careers	ASU Walter Cronkite School of Journalism and Mass Communication					
27 CCNMA: Latino Journalists of California	Career Center		Email: ccnmainfo@ccnma.org	725 Arizona Ave., Suite 404	Santa Monica	CA	90401-	Y	0

28	Chronicle of Philanthropy			hire.philanthropy.com/careers	1255 Twenty-Third St. 7th Floor	Washington	DC	20037	N	0	
29	Community Colleges Jobs Consortium	College Central Network		collegecentral.com/cacjobs/		Sacramento	CA		N	0	
30	CPB			cpb.org	401 9th Street, NW	Washington	DC	20004	N	0	
31	Current // Newspaper Publication			current.org/	4400 Massachusetts Avenue, NW	Washington	DC	20016	N	0	
32	Current Virtual Job Fair								N	0	
33	Emma Bowen Foundation	Barham	Michael	emmabowenfoundation.com/jobs	No current address during pandemic					Y	0
34	Internal Candidate								N	5	
35	Glassdoor			glassdoor.com/					N	2	
36	Google Job Board			careers.google.com/jobs/					N	0	
37	HigherEd Jobs.com			www.higheredjobs.com					N	1	
38	Howard University	Office of Career Services		careerservices.howard.edu/employers	Powell Building, 525 Bryant Street NW	Washington	DC	20059	N	0	
39	Indeed.com			indeed.com/					N	3	
40	JournalismJob.com			journalismjob.com/ Email: corp@sastha.net			MI		N	0	
41	KUSC Website			www.kusc.org		Los Angeles	CA		N	0	
42	Linked-In.com			business.linkedin.com/talent-solutions/ support.joinhandshake.com/hc/en- us/articles/218693198-How-to-Post-a-Job					N	5	
43	Mills College Career Center	Ramirez	Ashley	monster.com/	5000 MacArthur Blvd	Oakland	CA	94613	Y	0	
44	Monster.com			jobs.current.org/#scrollSearch		Washington	DC	20016	N	0	
45	PubMedia Career Fair			spelman.joinhandshake.com/employer_registrations/ne w					N	1	
46	Spelman College	Career Planning & Devt			350 Spelman Lane SW Box #10	Atlanta	GA	30314	N	0	
47	Sphinx Music Organization	Strasburg	Stephanee	sphinxmusic.org/job-postings/	2200 Hunt Street, Suite 461	Detroit	MI		Y	0	
48	Word of Mouth/Personal Contacts								N	0	
49	Asian Business League of SF			info@ablsf.org					Y	0	
50	Asian Immigrant Women Advocates			info@aiwa.org					Y	0	
51	Asian Women's Resources			awrcgloria@pacbell.net					Y	0	
52	Bay Area Black Journalists Association			babja1982@gmail.com	1714 Franklin St. #100-260	Oakland	CA	94612	Y	0	
53	Cal State East Bay	Head	Sylvia	csueastbay.edu/aace/employers.html	25800 Carlos Bee Blvd. SA #2300	Hayward	CA	94542	N	0	
54	California State University, Chico			kaadams@csuchico.edu					N	0	
55	Chinese for Affirmative Action	Lim	Amos	ejteam@caasf.org		Chico	CA		Y	0	
56	Filipinos Advocates for Justice	Job Center		filipinos4action.org	310 8th Street #306	Oakland	CA	94607	Y	0	
57	JVS San Francisco	Ruggles	Dylan	jvs.org/for-employers/	225 Bush Street #400	San Francisco	CA	94104	Y	0	
58	Korean Center Inc.	Park	Young		1362 Post Street	San Francisco	CA	94109	Y	0	
59	Media Alliance			media-alliance.org/job-file/post-an-available-job/	2830 20th Street #201	San Francisco	CA	94110	Y	0	
60	National University	Career Center Assistant			9388 Lightwave Ave.	San Diego	CA	92123	N	0	
61	New Ways Workers	Duong	Scott		2012 Pine Street	San Francisco	CA	94115	Y	0	
62	Oakland Public Library	Tominaga	Mana	oaklandhasjobs@gmail.com	125 14th Street	Oakland	CA	94612	Y	0	
63	San Francisco Conservatory of Music			sfc.edu/student-resources/professional-development- and-engagement-center/employment-opportunities	50 Oak Street	San Francisco	CA	94102	N	0	

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1 Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>In November 2021, all SEU managers took a USC-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 a harassment-free workplace.</p>
2 Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>The SEU continued its efforts begun last year on a substantial staff journey focusing on <i>Diversity, Equity, Inclusion, & Belonging</i>.</p> <p>Two all-staff working sessions were held with external facilitators. In addition, several learning webinars and seminars were offered.</p> <p>The goal was to develop and apply a set of DEIB competencies that reflect good Diversity Management.</p>

		<p>A <i>DEIB Task Force</i> was also initiated this year, comprised of representatives from each department, advising the President/General Manager on DEIB matters.</p>
3	<p>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<p>On June 22, 2022, the SEU’s Director of Compliance, Bill Kappelman, held an hour long EEO seminar attended by all hiring station managers, the leadership team, and the DEIB Task Force.</p> <p>This was 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> <p>A vigorous group discussion was then held amongst this group, taking a serious look at ways to improve our outreach efforts to Community Groups for each of our job vacancies.</p>
4	<p>Participate in a job or career fair</p>	<p>On March 29, 2022, several upper-level managers with hiring authority participated in the <u><i>Current Virtual Career Fair</i></u> sponsored by <i>Current</i>, the public media trade magazine.</p> <p>All done virtually ,the managers “chatted” with prospective job applicants --through the job fair platform’s chat feature – and answered any questions the job seekers 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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