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EEO Public File Report

Long-Term Initiatives
Iowa PBS, Johnston, IA
Station KDIN (TV), Des Moines, IA

October 1, 2022 – September 30, 2023

FCC Menu Category

i. Participation in at least four events or programs sponsored by educational institutions related to career opportunities in broadcasting.

Iowa PBS Fulfillment:

Iowa PBS staff participates in job fairs discussing careers in public broadcasting in general as well as specific job openings at the time of the job fair.

October 5, 2022 – Business Office Manager Kris May participated virtually on behalf of Iowa PBS at the Jump Start Internship & Networking Fair hosted by the Iowa State University Greenlee School of Journalism and Communications.

March 31, 2023 – Human Resources Associate Krissy Estabrooks, Production Supervisor Chad Aubrey, and Director of Emerging Media Taylor Shore participated in a Meet and Greet at Iowa State University Greenlee School of Journalism and Communications.

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v. Establishment of Internship Program

Iowa PBS Fulfillment:

Iowa PBS has a long-standing internship program for college and university students providing students with an opportunity to learn and develop practical skills. Iowa PBS offers two production internships reporting to Production Supervisor Chad Aubrey during the fall semester, spring semester, and summer semester. Internships are also available in the Communications Division reporting to Director of Communications Susan Ramsey and the Emerging Media Division reporting to Director of Emerging Media Taylor Shore of Iowa PBS. Interns are eligible to participate in up to

two internship periods with Iowa PBS. There were twelve internship opportunities made available with a total of seven college and university students participating.

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vi. Participation in job banks, internet programs, and other programs designed to promote outreach in general.

Iowa PBS Fulfillment:

Iowa PBS staff members visit schools to discuss careers in public broadcasting. Between October 2022 and September 2023, staff members hosted or participated in approximately 375 events to promote general outreach to Iowans, resulting in engagement with over 73,000 individuals. Iowa PBS offers both in-person and virtual behind-the-scenes tours including studios, producers/directors' area, control room, scene shop, and the Maytag Auditorium/Stage and performance space. Iowa PBS staff members also visit schools to discuss careers in public broadcasting. External job openings were shared with multiple colleges, posted on Iowa PBS's website, and social platforms.

Tours/Outreach Activities/Career Days

October 3 - November 30, 2022 - Iowa PBS Education had an ISU undergraduate join them in a job shadowing opportunity, where the undergraduate spent 24 hours shadowing Education staff.

November 2, 2022 – Utilization Specialist Abby Brown presented on early childhood resources with the University of Northern Iowa's pre-service teachers.

November 14, 2022 – Producer/Director Paul Yeager spoke to students in the Agriculture Business class at Sumner-Fredericksburg High School.

January 21, 2023 – Program Planner Cody Smith presented on Iowa Science Phenomena and FIND Iowa to students at the Emerging Educators Academy at Drake University.

February 10, 2023 – Education Program Consultant Tiffany Morgan facilitated and organized the *Iowa Conservation Education Coalition Winter Workshop* at Drake University.

March 24, 2023 – The DMACC Career Academy class was given a tour of Iowa PBS by Engagement Manager Caryline Clark and met with various Iowa PBS staff to learn about career opportunities within public media.

April 4, 2023 - Education Program Consultant Tiffany Morgan and Program Planner Cody Smith provided an Iowa PBS station tour for Southeast Polk Middle School science teachers.

April 12, 2023 – Engagement Manager Caryline Clark presented at the Women’s Speaker Series in Grant, Iowa.

April 12, 2023 – Utilization Specialist Abby Brown presented on early literacy resources with the University of Northern Iowa’s pre-service teachers.

April 19, 2023 – Engagement Manager Caryline Clark and Utilization Specialist Abby Brown hosted an Iowa PBS station tour and video production activity for two Girl Scout Troops.

April 20, 2023 – Utilization Specialist Abby Brown hosted the Upper Iowa Pre-Service Teachers Conference at Iowa PBS.

May 1, 2023 – Producer/Director Paul Yeager attended the Altoona Elementary Career Fair to speak about broadcasting and production.

June 16, 2023 – Sr. Producer/Director Dave Miller hosted a student from Chariton High School to observe the production of **Market to Market**. They were also given a tour of Iowa PBS.

August 3, 2023 – Engagement Manager Caryline Clark and Utilization Specialist Abby Brown hosted a station tour for the Science Center of Iowa Animation Summer Camp.

Mentorship Program

Summer 2023 – Two Iowa high school students participated in this year’s Iowa PBS High School Mentorship program. Senior Producer/Director Dave Miller serves as the main point of contact for this program. The students worked with Iowa PBS professionals both virtually and in person at the studios exploring graphic design, web production, storytelling and studio production. The students observed, assisted in and had hands-on experience in creating broadcast and online content. At the end of the course, the students edited short videos to describe their Iowa PBS Mentorship experience.

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viii. Training programs designed to enable station personnel to acquire skills that could qualify them for higher level employment.

Iowa PBS Fulfillment:

Iowa PBS employees have the opportunity to take classes through the State of Iowa Performance and Development Solutions and other vendors with courses covering business skills, computer skills, communication and interpersonal skills, conflict management and negotiation, customer service, diversity and cultural competence, government and law, human resources, leadership development, process and organizational management, self-development, team development and supervision. Employees are also given an opportunity to attend conferences and symposiums.

October 4 – 6, 2022 – Accounting Tech 3 Matt Kray attended the National Institute for Public Procurement (NIGP) course Legal Aspects of Public Procurement.

November 9-10, 2022 – Accounting Tech 3s John Milewsky and Matt Kray attended the National Institute for Public Procurement Foundations in Strategy and Policy.

December 7, 2022 – Accounting Tech 3 Matt Kray completed his Level 2 Procurement training with the Iowa Department of Administrative Services.

January 20, 2023 – Accounting Tech 3 John Milewsky completed his Level 2 Procurement training with the Iowa Department of Administrative Services.

March 8, 2023 – Director of Programming and Production Andrew Batt completed his Level 1 Procurement training with the Iowa Department of Administrative Services.

May 24, 2025 – Director of Administration and Finance Michelle Wendel attended a webinar on The Authentic Leader hosted by the Association of Government Accountants.

July 17, 2023 – Information Technology Specialist 4 Brian Broughton completed his Level 1 Procurement training with the Iowa Department of Administrative Services.

July 19, 2023 – Communications Specialist Elizabeth Williams attended a webinar titled Stay Smart: The best time to send an internal communication, hosted by Axios HQ.

July 20, 2023 – Accounting Tech 2 Laura Deavers completed her Level 1 Procurement training with the Iowa Department of Administrative Services.

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xiv. Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Iowa PBS Fulfillment:

Iowa PBS managers take classes, webinars and attend conferences relevant to diversity and equal opportunity employment.

October 24, 2022 – Executive Director and General Manager Molly Phillips, Director of Engineering Bill Hayes, Director of Communications Susan Ramsey, Director of Education Ken Harrison, Director of Administration and Finance Michelle Wendel, and Director of Emerging Media attended Creating an Inclusive Workplace webinar hosted by Iowa Vocational Rehabilitation Services.

February 1, 2023 to May 24, 2023 – Director of Programming and Production Andrew Batt attended the Public Media Diversity Leaders Initiative (PMDLI) hosted by The Riley Institute at Furman.

February 14, 2023 – Director of Administration and Finance Michelle Wendel attended a webinar Women’s Forum: Advancing Equity for Better Outcomes hosted by the Association of Government Accountants.

July 25, 2023 – Human Resources Associate Amy Clark and Director of Administration and Finance Michelle Wendel attended the event Why Veterans Make Great State Employees hosted by Iowa Workforce Development.

November 2022-February 2023 – All Iowa PBS managers attended the online course *Preventing Sexual Harassment for Managers*. Any new manager throughout the reporting period would have also been required to take this training at the beginning of their employment.

April - September 2023 – All Iowa PBS managers attended the *CPB Preventing Harassment and Discrimination – Bias Prevention*. Any new manager throughout the reporting period would have also been required to take this training at the beginning of their employment.

September 11 - 13, 2023 - Executive Director and General Manager Molly Phillips, Director of Programming and Production Andrew Batt, Director of Communications Susan Ramsey, Director of Education Ken Harrison, and Director of Emerging Media Taylor Shore attended in person and Director of Administration and Finance Michelle Wendel attended virtually the NETA Conference 2023. The conference included sessions: *Mistakes Required-Authenticity, Diversity and Computational Thinking in Work It Out Wombats! And Lyla in the Loop; DEI: A Candid Conversation; Your Diversity, Equity and Inclusion Toolkit; Adding the “A” to your DEI Program: Improving the Accessibility of Your Organization; and Advancing DEI Through Multi-Station Collaboration*.