

EEO Public File Report

Long-Term Initiatives
Iowa PBS, Johnston, IA
Station KDIN (TV), Des Moines, IA
October 1, 2024 – September 30, 2025

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x. 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.

March 4, 2025 - Emily Kestel, Producer/Director participated in the Networking & Recruiting Fair at Des Moines Public School's Central Campus.

April 14, 2025 - Andrea Coyle, Senior Producer/Director and Andrew Batt, General Manager & Executive Director presented to the JLMC3080: Reporting for Television students at Iowa State University Greenlee School of Journalism & Communication.

May 20, 2025 - Andrea Coyle, Senior Producer/Director and Travis Graven, Producer/Director participated in the Iowa High School Musical Theater Association's Behind-The-Scenes Day.

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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 Sean Ingrassia during the fall semester, spring semester, and summer semester. During this reporting period, Iowa PBS offered one individual an internship in the production division as a production editorial intern, also supervised by Production Supervisor Sean Ingrassia. Internships are also available in the Communications Division reporting to Director of Communications Susan Ramsey, the Emerging Media Division reporting to Director of Emerging Media Taylor Shore, and the Education Division reporting to Director of Education, Ken Harrison. 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 twelve college and university students participating. (Note: we allow interns to serve up to two internships, they are counted each time for the number of internship opportunities, but only once in the total count of individual 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:

Between October 2024 and September 2025, staff members hosted or participated in approximately 400 events to promote general outreach to Iowans, resulting in engagement with over 82,000 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. External job openings were shared with multiple colleges, posted on Iowa PBS's website and social platforms.

Tours/Outreach Activities/Career Days

October 1, 2024 – Emily Kestel, Producer/Director, spoke with Bergman Academy students.

October 1, 2024 – Tiffany Morgan, Instructional Media Coordinator, presented at the Fall 2024 Science Educator Regional Professional Learning at Drake University.

October 7, 2024 – Tiffany Morgan, Instructional Media Coordinator, presented on educational resources with the Iowa State University informal educators class.

October 8, 2024 – Tiffany Morgan, Instructional Media Coordinator, presented at the Fall 2024 Science Educator Regional Professional Learning at the University of Northern Iowa.

October 9, 2024 – Abby Brown, Utilization Specialist, offered Iowa PBS Education resources at the Iowa Library Association Conference.

October 11, 2024 – Dave Miller, Senior Producer/Director, hosted a Johnston High School student to observe the production of **Market to Market**. They were also given a tour of Iowa PBS.

October 15, 2024 – Caryline Clark, Engagement Manager, provided a station tour and staff visit for the DMACC Worksite Industry Tour.

October 23, 2024 – Tiffany Morgan, Instructional Media Coordinator, presented on educational resources to Wartburg College students enrolled in the science methods course.

October 23, 2024 – Tiffany Morgan, Instructional Media Coordinator, presented on educational resources to University of Iowa students enrolled in the science apps course.

October 23, 2024 – Caryline Clark, Engagement Manager, hosted a station tour visit for Hawkeye Community College students.

November 8, 2024 – Caryline Clark, Engagement Manager, hosted a station tour and staff visit for Grandview University communications students.

January 29, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on educational resources to University of Northern Iowa students enrolled in SCIED 6600: Developing Science Curricula.

February 5, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented at the Florida Distance Learning Association Annual Conference on Zoom.

February 7, 2025 – Caryline Clark, Engagement Manager and Matt Clark, Producer/Director, hosted a station tour and staff visit for Buena Vista University media students.

February 17, 2025 – Nicki Mullins, Educational Outreach Specialist, gave a tour to a group from Big Brothers Big Sisters. They also met with various Iowa PBS staff to learn about career opportunities within public media.

February 27, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on education resources to the ISU Informal Educators Class.

March 11, 2025 – Abby Brown, Utilization Specialist, provided resources at the DMACC Future Fest for students.

April 3, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on Iowa Science Phenomena at the ISU Go Further Conference.

April 4, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on Iowa Science Phenomena at UNI Science Teachers Update Conference.

April 8, 2025 – Abby Brown, Utilization Specialist, attended a career day at Iowa Lakes Community College.

April 21, 2025 – Andrew Batt, Executive Director and General Manager, spoke with the electronic media production class at Iowa State University.

April 24, 2025 – Abby Brown, Utilization Specialist, hosted the Upper Iowa Pre-Service Teachers Conference at Iowa PBS.

April 29, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on education resources to the Elementary Science Methods class at Iowa State University.

May 14, 2025 – Tiffany Morgan, Instructional Media Coordinator, spoke to students at Boone High School about careers in STEM.

May 21-22, 2025 – Taylor Shore, Emerging Media Director, presented at the PBS Annual Meeting.

June 6, 2025 – Tiffany Morgan, Instructional Media Coordinator, worked with STEM Externship students at the University of Northern Iowa.

June 9, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented on education resources at the University of Iowa's Iowa Geology Survey Teacher Workshop.

June 22, 2025 – Tiffany Morgan, Instructional Media Coordinator, presented at the USDLA National Conference.

June 24-25, 2025 – Abby Brown, Utilization Specialist, shared resources at the Iowa Reading Association Conference.

July 8, 2025 – Cameron McCoy, Director of Content, facilitated a job shadow with a student from Johnston High School.

July 9, 2025 – Caryline Clark, Engagement Manager, provided a station tour to the Media NOW Camp. They also met with various Iowa PBS staff to learn about career opportunities within public media.

July 21, 2025 – Caryline Clark, Engagement Manager, facilitated the annual 4-H Reporters Camp where 4-Hers from across the state receive hands-on instruction from production and digital media staff.

Mentorship Program

Summer 2025 – 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 at the studios exploring graphic design, web production, storytelling and studio production. Their experience also included observing two Iowa PBS remote television productions at local venues. 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.

Summer 2025 – One Iowa high school student participated in a new program this year, Iowa PBS More than a Job Shadow. This is a three-week program where the student worked with Iowa PBS professionals on a social media video campaign, drone operations, and studio production. The student observed the creation of broadcast content and had hands-on experience in creating online content, as well as conducting on-camera interviews that will be used later in a series of station promotion videos.

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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.

August 2024 - July 2025 - Tiffany Morgan, Education Program Consultant, and Caryline Clark, Engagement Manager, participated in the Mentor for PBS Mentorship Program hosted by PBS.

September 6, 2024 - Caryline Clark, Engagement Manager, attended Hue's Who at Work: Find Your Work Style with True Colors hosted by Immersive Learning.

October 1, 2024 - Caryline Clark, Engagement Manager, attended Next Level Leadership: Leading Remotely hosted by NETA.

October 14, 2024 - October 15, 2024 - Joe Bustad, Production Assistant, attended the Adobe MAX 2024 Online hosted by Adobe.

November 8, 2024 - Caryline Clark, Engagement Manager, attended Leadership Series: Boss vs Leader hosted by NETA.

November 18, 2024 - John Torpy, Producer/Director, attended Getting Things Done hosted by the State of Iowa PDS team.

November 19, 2024 - Theresa Knight, Senior Producer/Director, attended Fundamentals of Supervision hosted by the State of Iowa PDS team.

November 22, 2024 - Krystal Ruby, Human Resources Associate, attended Crucial Conversations hosted by the State of Iowa PDS team.

December 3, 2024 - Caryline Clark, Engagement Manager, attended Next Level Leadership: Leader as Coach hosted by NETA.

December 3, 2024 - Tyler Brinegar, Senior Producer/Director, attended The Coach Approach to Leadership: A Session for Managers hosted by EAP.

December 18, 2024 - Krystal Ruby, Human Resources Associate, attended Creative Thinking hosted by the State of Iowa PDS team.

December 20, 2024 - Caryline Clark, Engagement Manager, attended Leadership Series: Change Management hosted by NETA.

January 15, 2025 - Laura Deavers-Mead, Accounting Tech 2, attended Project Management I hosted by the State of Iowa PDS team.

January 16, 2025 - Krystal Ruby, Human Resources Associate, attended Leading Through Change hosted by the State of Iowa PDS team.

January 28, 2025 - Kris May, Business Manager, attended Crucial Accountability hosted by the State of Iowa PDS team.

February 11, 2025 - Michelle Wendel, Director of Administration and Finance, attended Crucial Accountability hosted by the State of Iowa PDS team.

February 18, 2025 - Kris May, Business Manager, attended Emotional Intelligence 2.0 hosted by the State of Iowa PDS team.

February 20, 2025 - May 15, 2025 - Krystal Ruby, Human Resource Associate, attended SHRM Test Prep hosted by NIACC.

March 5, 2025 - Caryline Clark, Engagement Manager, attended Leadership Series: Culture hosted by NETA.

March 12, 2025 - Michelle Wendel, Director of Administration and Finance attended AGA Webinar: Navigating Conversations for Positive Outcomes with Executive Coaching Techniques hosted by AGA.

April 7, 2025 - Caryline Clark, Engagement Manager, attended Leadership Series: Developing a Team hosted by NETA

April 10, 2025 - Laura Deavers-Mead, Accounting Tech 2, attended the AGA Spring Seminar hosted by the Des Moines Chapter AGA.

April 23, 2025 - Laura Deavers-Mead, Accounting Tech 2, attended the Webinar: Fraud/Data Analysis hosted by the Des Moines Chapter AGA.

April 23, 2025 - Elizabeth Williams, Information Specialist 2, attended Getting Things Done hosted by the State of Iowa PDS team.

April 28, 2025 - May 1, 2025 - Andrew Batt, General Manager & Executive Director, attended Poynter Leadership Academy hosted by Poynter.

May 7, 2025 - Laura Deavers-Mead, Accounting Tech 2, attended Government Leadership and Risk Management hosted by the Des Moines Chapter AGA.

May 19, 2025 - May 21, 2025 - Caryline Clark, Engagement Manager, attended the 2025 PBS Annual Meeting hosted by PBS.

May 22, 2025 - Michelle Wendel, Director of Administration & Finance, attended Getting Things Done hosted by the State of Iowa PDS team.

May 28, 2025 - Matt Kray, Accounting Technician 3, attended Creative Thinking hosted by the State of Iowa PDS team.

June 2, 2025 - June 6, 2025 - Theresa Knight, Senior Producer/Director, attended Poynter Leadership Academy hosted by Poynter.

June 4, 2025 - Teresa Lane - Administrative Assistant 1, attended Advanced Principles of Communication Part 2: Coaching hosted by the State of Iowa PDS team.

June 4, 2025 - Cameron McCoy, Director of Content, attended Fundamentals of Supervision hosted by the State of Iowa PDS team.

June 12, 2025 - Andrea, Coyle, Senior Producer/Director, attended Mental Health: A Guide for Managers and Leaders hosted by Department of Administrative Services.

July 28, 2025 - July 29, 2025 – Michelle Wendel, Director of Administration and Finance, and Kaylynn Short, Accountant 4 attended the PDT 2025 hosted by AGA.

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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.

December 14, 2024 – Theresa Knight, Senior Producer/Director, attended the virtual course *Civility Training for Managers & Supervisors* hosted by the State of Iowa PDS team.

March 17, 2025 - Sean Ingrassia, Production Manager, attended an online course *Vacancy to Hire* hosted by the State of Iowa PDS team.

April 1, 2025 - Susan Ramsey, Director of Communications, attended an online course *Vacancy to Hire* hosted by the State of Iowa PDS team.

April 28, 2025 - Dave Miller, Senior Producer/Director, attended an online course *Vacancy to Hire* hosted by the State of Iowa PDS team.

May 9, 2025 – Matt Weesner, Programming & Operations Manager, attended an online course, *AA/EEO/Anti-Discrimination*, hosted by the State of Iowa PDS team.

May 9, 2025 - Matt Weesner, Programming & Operations Manager, attended an online course, *Americans with Disabilities Act (ADA)*, hosted by the State of Iowa PDS team.