



Southern Oregon PBS Diversity Statement & Plan

Southern Oregon PBS is an equal opportunity and affirmative action employer. All employment is based on personal capacities and qualifications without discrimination as established by law. SOPBS takes extra efforts to recruit and employ members of ethnic minority groups, women, veterans, and disabled individuals for all open positions. Copies of our employment profile and recruitment activities for open positions are listed on our website in our [Public Inspection Files](#).

Southern Oregon PBS recognizes a talented and diverse workforce is a strategic and key competition advantage for our organizational success.

Diversity encompasses differences in ethnicity, race, gender, age, sexual orientation, physical abilities, socio-economic status, religious beliefs, political beliefs, and other ideologies. We believe that a wide array of perspectives allows us to fulfill our mission to serve our community.

To accomplish this goal, Southern Oregon PBS has established these goals:

- Continue to build our mailing list and offer outreach when possible, to attract and hire diverse individuals;
- Seek candidates for the Board of Directors and Community Advisory Board that represent the geographical and demographical diversity of southern Oregon and northern California with a special effort to increase diversity on the Board and CAB;
- Continue to work with students at Southern Oregon University and Southern Oregon Film and Media to discover new talent and increase participation of independent filmmakers.

During FY 2022 (July – June), SOPBS’s workforce consisted of five females (31%), ten males (63%), and one non-binary (6%). The staff was 81% Caucasian. Southern Oregon PBS is headquartered in Medford, Oregon, the largest city in Jackson County, which is 87% Caucasian with a population that is 51.7% female and 48.3% male. Two staff members are Veterans.

During FY 2022 (July – June), SOPBS’s governing board consisted of seven members — 57% were female and 43% were male. The Board is multigenerational and is representative of Jackson County and southern Oregon. One Board member is Native American.

During FY 2022 (July – June), The Community Advisory Board had eight members, of which 25% were female and 75% were male. The Advisory Board is also multigenerational and representative of the region.

Approved by the SOPBS Board of Directors September 21, 2022