



### **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 (CAB) 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 2023 (July – June) SOPBS’s workforce consisted of six females (33%), eleven males (61%), and one non-binary (6%). The staff is 72% Caucasian. Southern Oregon PBS is headquartered in Medford, the largest city in Jackson County, which is 84.1% Caucasian with a population that is 50.6% female and 49.4% male. Two staff members are Veterans.

SOPBS’s governing board consists of eleven members — 18% are female and 82% are male. The Board is multigenerational and is representative of Jackson County and southern Oregon.

The Community Advisory Board has nine members of which 56% are female and 44% are male. The Advisory Board is also multigenerational and representative of the region.

Southern Oregon PBS acknowledges its presence on Indigenous lands. Before the arrival of Europeans to this region, the Cow Creek Umpqua, the Confederate Tribes of Grand Ronde, the Takelma, the Tolowea Dee-ni’, Tututni, the Cayuse, the Umatilla, the Walla Walla, the Klamath, the Chit-dee-ni’, the Modoc, the Shasta, the Karuk, the Yurok, the Hoopa Valley Reservation, the Konomihu, the New River Shasta, amongst others, were stewards of the lands on which we operate and conduct business. We acknowledge the theft of these lands and the consequences of that theft. We proceed in the work of education on Indigenous lands, and honor these groups with this acknowledgement.

*Approved by the SOPBS Board of Directors September 13, 2023*