KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER EEO Public File Report Covering the period of February 1, 2021 to January 31, 2022: Station KOSU-FM, Stillwater, Ok Station KOSR-FM, Stillwater, OK Licensee: Oklahoma State University Recruitment Source used for job vacancies: Oklahoma State University Human Resources 106 Whitehurst Hall, Stillwater, OK 74078 405-744-5373 or osu-hr@okstate.edu KOSU Human Resources contact: Keri Millard

During the period specified in this report, no full-time vacancies were filled.

> **A position for membership specialist was opened on January 15, 2022. However, the search period was not concluded before the end of the period specified in this report.

Included in this report are the EEO and “Prong 3” initiatives implemented during the year. “Prong 3” Initiatives: Supplemental recruitment activities undertaken by KOSU 91.7 and KOSR 88.3. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events

Groundsource Text Club: KOSU is committed to community input in its journalism and the training of citizen journalists. To that end, the station regularly invites listeners to suggest story ideas or offer story input via text message. It is a critical part of educating the public about the journalism process and demonstrating how they can be involved. As of January 12, 2022, 1450 people were part of the text messaging group. Key Personnel: Kateleigh Mills, reporter; Chelsea Stanfield, intern; Anna Pope, intern.

Academic/Classroom Engagements: KOSU personnel speak to students about public radio as a career in various journalism and broadcasting classes.

Key Personnel Involved:

KOSU Director, Rachel Hubbard, guest lectured at Oklahoma State University on March 18 and September 7. Number of students: 48;. She also guest lectured at Oklahoma Christian University on September 29. Number of students: 17;. In addition, Rachel

Hubbard spoke to the Leaders of Tomorrow Friendship Class hosted by the Dialogue Institute of Oklahoma about careers in radio journalism. Number of students: 46;.

KOSU Agriculture and Rural Affairs Reporter Seth Bodine spoke to a digital storytelling class at Colorado State University on April 28. Number of students: 12;.

KOSU Indigenous Affairs Reporter Allison Herrera was a panelist at the education conference Sounds of Sovereignty: The Past and Future of Indigenous Audio Media. Number of participants: 37;. In addition, as part of Allison's fellowship with the Pulitzer Center, she remotely guest lectured via ZOOM about audio and enterprise reporting to three classes at Colonia High School in Colonia, New Jersey on December 21. Number of students: 92;. Finally, Allison was appointed as a visiting professor at the University of Arkansas Center for Ethics in Journalism. She taught classes in March and April 2021. Number of students: 301;.

KOSU intern Chelsea Stanfield presented to an agricultural communications class on March 2. Number of students: 22;.

KOSU Director Rachel Hubbard serves on a program advisory committee for the department of Agricultural Communications at Oklahoma State University. As part of this, she provides advice to faculty to ensure current audio production techniques and journalism standards are part of the curriculum.

KOSU hosted two Next Generation Radio Projects during the reporting period. The first was in April 2021 in Tulsa and focused on the Tulsa Race Massacre. KOSU reporters Kateleigh Mills and Seth Bodine and StateImpact Oklahoma reporter Quinton Chandler served as mentors. The second project was in Oklahoma City in November 2021 and was a collaboration with the Native American Journalists Association. KOSU reporter Seth Bodine served as a mentor. Number of students: 12

Focus: Black Oklahoma: In collaboration with Tri-City Collective, KOSU is providing support to a group of 22 aspiring and citizen journalists of color to produce a monthly audio show focusing on the state's Black communities.

Association of Independents in Radio: KOSU Director Rachel Hubbard serves on the board of the Association of Independents in Radio (AIR), an organization dedicated to promoting work and training opportunities for independent and rising producers in the audio industry

News and Production Internships Location: KOSU Stillwater Recruitment Source: OSU School of Media and Strategic Communications, 202 Paul Miller Building, Stillwater, OK 74078. 405-744-6354. Description: Part-time college internships responsible for various content development and production tasks. Personnel Involved: Rachel Hubbard, KOSU Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

College Student Employment Location: KOSU Stillwater Part-time paid staff and work-study positions in administration, fundraising and production that provide students with real world experiences qualifying them for higher level positions in

broadcasting. Recruitment Sources: OSU HR, KOSU social media, KOSU.org. Personnel Involved: Rachel Hubbard, KOSU Director, Mairead Todd, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.