

SOPTV's Diversity Plan

SOPTV will continue to explore new opportunities for achieving and promoting diversity and to monitor and evaluate our success. SOPTV adopts and will always meet the standards of federal and state law, SOPTV's Equal Employment Opportunity Policy and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

During FY 2015 SOPTV has established a formal goal of diversity in our workforce, management, governing and advisory boards.

- SOPTV's governing board consists of seven members of which four are men and three are women. One member of the board is a Native American.

SOPTV's Community Advisory Board consists of 12 members of which 7 are men and 5 are women. One member of the Community Advisory Board is an African American.

SOPTV will annually review with the SOPTV Board of Directors its employment practices to support our commitment to diversity and assure our compliance with applicable Corporation for Public Broadcasting's and Federal Communications Commission's requirements.

- SOPTV Management reviews its employment practices with the Board of Directors annually as part of a Diversity and Employment Workshop (September 24, 2015).

SOPTV will include individuals representing diverse groups in internships or work study programs designed to provide professional-level experience in order to reflect the diversity of our community and further public broadcasting's commitment to education.

- SOPTV provided an internship with a Rogue Community College student in master control and broadcast operations.

SOPTV will continue to provide a diversity training program for members of our governing board on an annual basis.

- SOPTV's most recent training program was at the September 24th Board Meeting.

SOPTV will sponsor a job fair encouraging minorities and diverse attendees.

- SOPTV was unable to arrange a job fair and revised the goal to provide training to management personnel to assure equal employment opportunity and prevention of discrimination. A member of the SOPTV management team serves on the Oregon Employers Council.

SOPTV continued its a mentorship television program with Southern Oregon University's Digital Media Center involving students in all facets of production of a half-hour program which is broadcast on SOPTV. To date four programs have been produced.