Southern Oregon PBS Community Representation Statement

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 and intellectual 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 2025 (July 2024 – June 2025) SOPBS's workforce consisted of seven females (41%), nine males (53%), and one non-binary (6%). The staff is 88% Caucasian. Southern Oregon PBS is headquartered in Medford, the largest city in Jackson County, which is 75% Caucasian with a population that is 51% female and 49% male. One staff member is a Veteran.

SOPBS's governing board consists of nine members — 33% are female and 67% 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 Tribes that are now known as the Alturas Indian Rancheria; Bear River Band of Rohnerville Rancheria; Big Lagoon Rancheria; Blue Lake Rancheria; Burns Paiute Tribe; Cedarville Rancheria; Cher-Ae Heights Indian Community of the Trinidad Rancheria; Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians; Confederated Tribes of the Grand Ronde Community of Oregon; Confederated Tribes of Siletz Indians of Oregon; Coquille Indian Tribe; Cow Creek Band of Umpqua Tribe of Indians**;** Elk Valley Rancheria; Fort Bidwell Indian Community of the Fort Bidwell Reservation of California; Hoopa Valley Tribe; Karuk Tribe; Klamath Tribes; Pit River Tribe; Pulikla Tribe of Yurok People; Quartz Valley Indian Community of the Quartz Valley Reservation of California; Tolowa Dee-ni' Nation; Wiyot Tribe; and the Yurok Tribe of the Yurok Reservation, among 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 April 29, 2026