

CPB's FY 2006 Affirmative Action Plan

SUMMARY

Background: On September 21, 2004, the CPB Board of Directors adopted the Corporation's Affirmative Action Plan for FY 2005. In accordance with the Plan, during FY 2005 CPB maintained and encouraged equal employment opportunity for all persons in the recruiting process; encouraged equal opportunity for promotion for all employees; continued offering skills development opportunities to CPB employees; developed managers to better lead and develop staff; and fostered diversity in the workplace.

FY 2005 Record: To capture a full year of data we have included the last two months of FY 2004. Between August 1, 2004 and July 31, 2005, 23 new employees were hired, and 28 employees left CPB. During that time, the number of women remained the same with their representation among staff increasing slightly. The number of minorities dropped by 2, but their representation among staff remained the same. According to the latest available statistics, the CPB workforce profile exceeds or matches labor force participation rates for women and minority employment in all job categories, except for Officials and Managers, which currently has a lower representation of minorities, and Professionals which currently has a rate almost equal to the labor force.

Female employees separated from CPB at lower rate in which they were hired, but at a higher rate than they were represented in CPB's workforce. A slightly higher percentage of minority employees left CPB than those that were hired, however the separation rate was lower than their representation in the CPB workforce.

Continued Steady Minority and Female Representation: Similar to last year, CPB's overall female and minority representation remained fairly steady. On the whole, CPB's female and minority participation continues to be strong, comparable to the groups' representation in the labor force. The percentage of women increased by 10% in the Support category, increased slightly in the Officials/Managers and Support categories, but decreased slightly in the Professional category. The percentage of minorities decreased by 10% in the Professionals category, but increased in the Officials/Manager and Support categories. The Support category is traditionally strong in female and minority representation, and still has a high representation of both groups.

Promotions: Twelve promotions and position transfers occurred during the reporting period. 50% of the promotions and transfers went to females and 42% went to minorities. This exceeded the representation of minorities and was less than the representation of females in CPB's workforce.

Intern Programs: In this plan year CPB undertook two programs aimed at providing internship opportunities for minorities. CPB hired four interns to work within CPB during the summer months. Three of these interns are minorities and 3 are women. CPB also piloted an internship grant program for stations aimed at placing minority interns to help foster a more diverse

workforce for the future. This year four stations received grants to hire interns through the Emma Bowen Foundation which places minority interns within the media industry for five-year placements with the goal of job placement upon graduation.

FY 2006 Affirmative Action Plan: The proposed FY 2006 Plan contains two sections. Section I highlights CPB's policy, objectives and individual responsibilities for implementation. Section II discusses CPB's workforce profile, summarizes employment activities, and sets forth a plan of action for accomplishing EEO objectives in FY 2006.

Based on analyses of the workforce, FY 2005 employment activities, and the changing human resource needs of CPB, the proposed FY 2006 Plan supports CPB's overall goal of diversity. The plan continues to focus on assuring equal employment opportunity in the recruitment and promotion process; doing more to encourage the application of minorities, females, and persons with disabilities; offering increased training and development opportunities to all staff; developing leaders; increasing awareness and understanding of diversity issues among CPB staff and the public broadcasting system; and training managers and staff on CPB's EEO and sexual harassment policies.

ACTION RECOMMENDED: That the CPB Board of Directors adopt the proposed Affirmative Action Plan for FY 2006.