

Does Diversity Training Work the Way It's Supposed To?

SHRM

Virtually all Fortune 500 companies offer diversity training to their employees, yet surprisingly few of them have measured its impact. That's unfortunate, considering that evidence has shown that diversity training can backfire, eliciting defensiveness from the very people who might benefit most. And even when the training is beneficial, the effects may not last after the program ends.

This made us curious: What would happen if we created a training program and rigorously tested its effects? If we used the most relevant scientific findings on behavior change to design an intervention for increasing diversity and inclusion in the workplace, could we change employee attitudes? Could we prompt more inclusive behavior? If so, would those changes stick? [Read more](#)

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Access Past PMBA Webinar Recordings

Free to Members

Did you know that PMBA archives all of its [webinars](#) in the members-only section of the website? Member station staff can access these informational recordings any time that's convenient for them.

Here are just a few of the recordings you can access:

- Active Shooter Training—How to Prepare Your Station
- Addressing and Mitigating Implicit Bias
- Time's Up on Sexual Harassment

If you are a PMBA member and are having difficulty accessing the members-only section, please contact [Jenny Wickline](#).

Job Description Tool

Have you checked out PMBA's newest member benefit—the [Job Description Tool](#)? The tool enables you to find templated descriptions for positions at your station, and you'll be able to sort by station size and job type, including:

- Chief Financial Officer
- Director of Development
- Development Outreach Specialist
- Grants Director
- President/CEO

If you have a job description template that you would like to contribute to this database, please [email us](#).

Digital Alert Systems Releases Guide for National EAS Test

Radio World

There is less than a month before the mandatory, nationwide test of the Emergency Alert System, and Digital Alert Systems is aiming to help its customers with a free online preparation document.

The brief, as described by Ed Czarnecki, senior director of strategy and government affairs for Monroe Electronics and Digital Alert Systems, provides the steps needed and additional recommendations to ensure a successful test. Noting that failures during the 2018 test were primarily due to audio quality issues, equipment misconfigurations, out-of-date software, and device failure, Czarnecki says “our readiness document can help operators avoid those pitfalls.” [Read more](#)

Industry Job Listings

Provided as a PMBA member service, the [industry job listings page](#) includes current industry job openings. New listings are added regularly, so check the page frequently for the latest job openings.

Here are just a few of the latest job listings:

- [Account Executive](#) (Public Broadcasting Atlanta)
- [TV Sales Specialist](#) (Public Broadcasting Atlanta)
- [Reporter/Producer, Health Topics](#) (ideastream)

If you would like to list a job opening, please [email PMBA](#) a link to the job posting, including the closing date.

FCC Revises Children’s Programming Rules for Broadcasters

Variety

The changes, adopted on a 3-2 vote, reflect the push by broadcasters to loosen the obligations established under the landmark Children’s Television Act in 1990, which established a detailed set of regulations that broadcasters have to comply with in order to retain their licenses from the FCC. The FCC also issued a notice of proposed rulemaking to study other adjustments, what FCC described as effort to “modernize,” to the rules. [Read more](#)

PMBA Needs Your Support...as a Volunteer

Do you have a passion for membership? A knack for thinking outside the box...while staying inside the lines? Want a way to help PMBA by recruiting and retaining our members? Join our Membership Committee. If you or someone you know is interested, please contact [Jennifer Wickline](#), member services coordinator.

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