

## 2016 ANNUAL EEO PUBLIC FILE REPORT

### Pacifica Foundation

Station(s):	WBAI Pacifica radio
Community(ies) of License:	New York, New York
Reporting Period:	February 1, 2015 to January 31, 2016
No. of Full-time Employees:	7
Small Market Exemption:	No

During the Reporting Period, no full time positions were filled.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*We continued our **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

1. WBAI's ongoing Internship Program accepts applications on a rolling basis for credit and non-credit internships in the following areas: marketing, accounting, event planning, social networking, program and news production, web management and graphic design.

Interns are placed in areas consistent to their ultimate area of interest or degree concentration. These areas include accounting, programming, public relations, marketing, radio production, sound recording, engineering and social media. They work directly with staff on the day-to-day operations and also have received hands on training in radio operations specific computer software.

2. WBAI's News department internship program continues to groom college students in the craft of news reporting. Included in the training were one-on-one sessions between seasoned reporters who trained the interns in news writing for radio, recording remote events, and speeches, editing audio content, and how to write and voice story narratives.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Established **training programs** designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

3. WBAI management and local station governance held a Town Hall Meeting to inform the public on the Role and Responsibility of Media and WBAI management heard public comments on how WBAI could better serve area communities. Management spoke on the duties and challenges of those working within a community radio station to meet these responsibilities.

4. WBAI partnered with BRIC- Brooklyn Independent Media for a live broadcast of their town hall. **Big Money & Politics: Can Your Voice Count?** The town hall meeting took a look at the inequality created when wealth holds the power to make policies that affect us all. WBAI producer Doug Henwood was a panelist.

5. Engineering and Technical staff continue to have quarterly training workshops to update their skills in various aspects of on air broadcasts technology and production.

6. WBAI's programming department manager has initiated several laboratory workshops for station producers on the changing face of Internet social media and how to optimize these skills to encourage potential audiences.

7. Management personnel continues to be trained in documenting possible infractions of station equal opportunity and discrimination policies. A set of procedures has been put in place to investigate and then prevent any infractions.