

2019 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation

Station(s): WBAI Pacifica radio
Community(ies) of License: New York, New York
Reporting Period: February 1, 2018 to January 31, 2019
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 element*s of FCC Rule 73.2080(c)(2):

*WBAI continued its **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 with their ultimate area of interest or degree concentration. They work directly with staff on the station's day-to-day operations and also receive hands on training with radio-operations-specific computer software. They are also required to produce their own 3-5 minute segments for airing, during which they learn production skills, script writing, narration building, audio editing and mixing, and the use of music for intro, outro and transitional purposes.

WBAI had 5 interns in the Spring Semester, 8 in the summer, 5 interns in the Fall Semester and 1 from Ireland for the full year, as well as, 3 High School students from Queens Community House during July and August.

2. WBAI participated in a job recruitment fair on January 9th 2019 at the Borough of Manhattan Community College, recruiting students interested in radio production, as interns, including 1 for graphics production, 2 will be doing accounting, 2 for news, 1 in operations management.

3. WBAI's News department internship program continues to groom college students in the craft of news reporting. Included in the training were the techniques for news editing, the proper microphone methods for interview and sound gathering, audio editing, and posting of news segments on the WBAI website. News segments reported and produced by the interns were regularly aired during the WBAI evening newscast. Six interns came from NY area schools including Queens College, York College, Columbia Journalism School and colleges in New Jersey from February to June 2018. Also a group of young journalists from the "Ladios" podcasters group interned with WBAI, who were tasked to develop and produce a news program called Local Switchboard NYC. These interns worked with WBAI from October through December 2018.

4. WBAI partnered with the City of New York Career Compass program, which places people who are on public assistance in workplace positions, exposing them to the station's administrative and radio operations.

5. WBAI trained student interns from the Queens Community House High School in July and August, as part of their curriculum work-program.

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

6. WBAI partnered with "AfrobeatRadio" to present monthly Third-Wednesday "Community Gatherings" that included, live music, dance, and workshops with WBAI producer Wuyi Jacobs,, which included him speaking about his experiences working at the station.

*Participated in job banks, **internet programs** and other programs designed to promote outreach general (i.e., that are not primarily directed to providing notification of specific job vacancies).*

*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 prevention of discrimination.*

7. WBAI partnered with “Dreamleapers” producer Harriet Cole for an event at The JCC in Harlem on July 17th, in which participants explored methods for media employment and self-promotion.

8. WBAI’s Development Director emails monthly announcements about broader opportunities in broadcasting (outside of Pacifica) to the station’s staff, interns, and producers. Google Group “Staffannounce”.

9. WBAI’s engineers convened trainings to assist new programmers to upgrade their skills in various aspects of on-air broadcasting, including hands on workshops for new station technologies and advanced production techniques.

10. WBAI’s Development and Communications Director met with the station’s twelve new producers for training sessions in best practices, including training them how best to circulate details of their upcoming programs online, how to archive their past shows, how to provide descriptive “run down” information for the station’s “Listening on Demand” web page, and effective techniques for social-media announcements. This happens on a rolling basis as new shows were launched.

11. WBAI continued the tradition of utilizing veteran producers to train the new producers and interns on how to create, maintain and promote the podcasts of their programs, using iTunes and other RSS online services.

12. In May of 2018, all paid staff and management were required to participate in web-based sexual-harassment, diversity, sensitivity training and testing modules, including, Harassment: Ensuring a Respectful Workplace and Workplace Harassment Prevention: Managers and Supervisor Edition hosted by Syntrio.com. Pacifica has on-staff a full-time Human Resources person for additional training and to handle any potential EEO issues.