

WBAI 2025-2026 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s):	WBAI
Community(ies) of License:	New York, NY
Reporting Period:	February 1 st 2025 to January 31 st 2026
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

WBAI did not fill any full-time positions during this reporting period.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

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

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WBAI hosted two interns during the station's 2025-2026 reporting period.

The first intern was an undergraduate majoring in journalism at Rutgers University, New Jersey and worked at WBAI commencing on May 2nd 2025 and worked through August 17th 2025.

The student heard about WBAI's internship program from one of the station's programmers and contacted the intern-volunteer coordinator through the internship information page on the station's website.

The intern assisted with Frontline Voices, a three day a week one-hour news magazine program which airs live on WBAI Pacifica Radio at Noon and is hosted and produced by Rebecca Myles. The student travelled to the station and attended the broadcasts and provided editorial assistance for the news-headline segment at the top of the show. The intern already had some technical skills and occasionally engineered the show gaining practical experience, managing and

integrating the technical elements of a live show.

The show's producer and the intern co-created a four-part series on the effects of Artificial Intelligence on modern life which included interviews with authorities on the subject. During the internship period they regularly corresponded via messaging concerning new segment ideas for upcoming Frontline Voices shows.

Utilizing this individual's knowledge of social media techniques, they created a Tok-Tok account for the Frontline Voices show and the student frequently posted descriptions and clips to that account edited from interviews broadcast during the show.

The show's host/producer has continued to reach out to the student after the internship concluded, with job posts and events that reflect the student's interests, including a 2025 Conference on Journalism at the New York Press Club's on November 1st which the student attended to learn about critical challenges facing the press and during the event networked with other journalists.

The second intern was a recent English major graduate of Howard University who wanted to acquire broadcast journalism skills. They started their community-internship at WBAI on October 22nd 2025 and that internship has continued throughout the end of the reporting period.

This student also participated in the live broadcasts of Frontline Voices, to gain experience in producing a news magazine format show. In addition, they covered numerous news events, during the reporting period including, on November 4th travelling to polling sites on the New York City Election Day to interview voters on their experiences, on November 11th to cover a 'No War on Our Cities' rally outside City Hall, on November 19th to cover a DOC NYC festival event on the Black Cowboys documentary and subsequently wrote an article about reclaiming the

history of black cowboys for the station’s website. The intern attended a press conference on December 11th at The New School and interviewed the faculty whose jobs were threatened in a massive downsizing of the school. All these stories and interviews were subsequently broadcast on Frontline Voices. The student also wrote an extensive account on The New School’s proposed layoffs for the WBAI website.

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

In January of 2026, WBAI management, full-time and part-time staff completed a web-based sexual harassment, diversity, and sensitivity training/testing module, Sexual Harassment Prevention Training, provided by the state of California’s Civil Rights Department <https://calcivilrights.ca.gov/shpt/>. Management took the supervisory training. Staff and Interns took the non-supervisory training.

During the reporting period, WBAI’s GM consulted with Pacifica’s in-house HR manager several times on matters of local and federal employment compliance. During those discussions, they reviewed matters to foster “best practices” as regards EEO compliance and workplace stability. Review processes remain in place, are ongoing, and are being further developed. Sexual harassment, other forms of workplace harassment, and abusive conduct continue to remain real workplace problems. Media stories and studies clarify the high toll that this misconduct takes on targeted employees, coworkers, and the overall work environment.

Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

In preparation for live broadcasts of October 18th 2025 national events over the Pacifica Radio Network, WBAI helped coordinate a two-day series of trainings on October 16th and October 17th for twenty-four community-based reporters from community radio stations around the country. The course of study included legal training and best tactical practices to keep reporters safe. Topics covered included best practices for interacting with local, county, state

or federal law enforcement that they might encounter in the course of covering the day's events and how reporters can enhance their situational awareness.
