

WBAI 2020 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station	WBAI, New York, NY
Reporting Period:	February 1, 2019 to January 31, 2020
No. of Full-time Employees	Less than 10
Small Market:	No

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.*

1 - Internships at WBAI include training in scriptwriting, narration, editing, sound capturing, news production, research for stories, and writing for the internet. The following universities were represented during these semesters:

Spring 2019

Two from the Borough of Manhattan Community College
One from UCAL
Two from NYU
One from Temple University
One from Baruch College
One from York College

Summer/Fall 2019

Two from NYU
One from Florida A&M University
One from Spelman College

One from SUNY- Alfred State College
One from Clark University
One from UMAS

Interns are asked to commit to working one or two full days per week (9am to 5pm) for the duration of their internship in the News Department.

Participants undergo between one and three days of orientation/training (depending on their level of skills) to familiarize them with the WBAI studios, staff, programming structure and News Department equipment they will use during their internships.

On approximately their third day, interns will be assigned one or more news stories on which to work. This will require them to work either in-house or in the field to research stories, record interviews and prepare a final script with audio clips to present to our News Editors. Upon approval, the story will run on that day's edition of The WBAI Evening News, which airs in New York at 6 and 11pm. Interns contributing in any way to the day's newscast are given on-air credit for their participation.

2 - WBAI complies with all reporting and evaluation requirements that institutions sponsoring interns require. Internship opportunities have also been established with placement departments at New York University, Columbia University, Pace University, Baruch College, York College, The New School, Pratt Institute, Borough of Manhattan Community College, CUNY, and Fordham University for semester long internships for credit and non-credit.

The station specifically targeted under-represented cultures and are currently training interns who are either first generation or émigrés from Jamaica, Guyana, Trinidad, Turkey, Korea, Greece, Spain, Brazil, Argentina, and India.

These interns have been placed in areas consistent to their ultimate area of degree concentration. These areas include accounting, programming, public relations, marketing, and social media.

They work directly with staff on day to day operations and receive hands on training in specific computer software programs as well.

3- In the summer of 2019 in partnership with the non-profit called Cultural Homestay International we hosted and trained 3 students from China who worked full time for 4 weeks.

4- Following one student's Fall 2019 internship at WBAI she was hired by a local non-profit station.

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

1. Station engineers provided quarterly training workshops for technical staff and volunteer producers to update their skills in various aspects of on-air broadcasts technology and production. These trainings include soundboard operation for new potential programmers.

2. WBAI recently built a new studio with cutting edge technologies utilizing volunteer engineers and technicians. The equipment manufacturer provided

training for the engineers and technical staff. The technical staff then trained the interns and various producers in the use of the new studio.

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

1-En Gardes new developmental series at The Commons Café in Brooklyn (Jan to Dec 2019)

WBAI is the media sponsor of En Gardes and has brought En Gardes to The Commons in Brooklyn for a yearly series in 2019. Theatre artists engage in developing work with social change at its core. The theatre provides an intergenerational space for art, activism, conversation, community, food and drink. One major piece sponsored by WBAI was the re-enactment of the genocide in Rwanda. Audience members were given the opportunity to see how a live radio play program is produced and broadcast.

2-America: The Farewell Tour (02-24-2019)

WBAI listeners joined Chris Hedges for a lively discussion of his new book, *America: The Farewell Tour* moderated by Laura Flanders, journalist, author, and executive producer of the Laura Flanders Show. The writer/ radio producer as well as the radio producer / interviewer discussed their career experiences in radio.

3-SOB'S (10-25-2019) A Musical Embrace From New York to Cuba Celebration The 80th Anniversary of: La Orchestra Aragon

WBAI prides itself in educating the public on the origin of Latin Music in New York and its influence on all genres of music in the United States. Giant Eddie Palmieri co-host and explains the music and its impact. WBAI producer

Marysol Cerdeira worked with a volunteer crew on the event educating them about the possibilities when radio and live events interact.

4-The McCourts (03-17-2019)

Live Event Sunday March 17th, St Patrick's Day celebrating the Irish culture with music, poetry and the film showing of The McCourts of New York with Malachy having a Q+A afterwards about his career on radio.

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

In October 2019, all WBAI management and paid staff participated in a web-based sexual-harassment, diversity, and sensitivity-training entitled: New York - Preventing Sexual Harassment for Managers and New York - Preventing Sexual Harassment for Employees, hosted by Syntrio.com. In 2019 Pacifica contracted with a certified Human Resources specialist for additional training and to handle any potential station EEO issues.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Harriette Cole, host of Dreamleapers, hosted live events designed to engage women in more challenging career goals such as in broadcasting. There are interactive DREAMLEAPERS events every month where the listening audience is invited. These events take place at the JCC in Harlem. As a radio producer Harriette has encouraged careers in broadcasting and other media and acts as a successful role model as noted in the recent Netflix docuseries Shine On With Reese Witherspoon.

LIST OF POSITIONS FILLED

No full-time positions were filled during the reporting period.