

# KPFK 2023 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation, Inc.

Station(s):	KPFK
Community(ies) of License:	Los Angeles, CA
Reporting Period:	July 22 <sup>nd</sup> 2022–July 21 <sup>st</sup> 2023
No. of Full-time Employees:	Between 5 and 10
Small Market Exemption:	No

During the reporting period, no full-time positions were filled.

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

### INITIATIVES

**Note: Due to the continuation of the COVID-19 pandemic during KPFK’s 2022-2023 EEO reporting period, most of the planned initiatives, including internships, mentoring for station personnel and in-person community outreach had to be put on hold because of Los Angeles’ home-sheltering policies and public gathering rules.**

**KPFK takes the safety of the station’s employees, interns and volunteer programmers very seriously and during the reporting period most of the programming content had been sourced and/or produced remotely.**

**KPFK will continue its mission of broad outreach through community school internships, training and mentoring programs for the next generation of broadcast producers, engineers, and journalists and events designed to inform the public about the many exciting and varied opportunities in radio, as soon as the pandemic subsides and people can, once again, safely meet in person.**

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.*

In October 2022, KPFK Management contacted graduate programs at a number of colleges and universities, including the UC Berkeley journalism school, USC Annenberg school of communications, and San Diego State University, amongst others and provided them contact information and the station’s various positions for interns.

Additionally, in May and June 2023, KPFFK's General Manager met with administrators from the Los Angeles Regional Consortium, an association of all the community colleges and K-12 adult education career technical programs in Los Angeles County, concerning both the station's interest in interns and its prospective training and staff development needs that might dovetail with program offerings at the associated community colleges.

Due to the continuation of the COVID-19 pandemic, KPFFK had few responses. During the reporting period three new interns commenced working for the station.

One of the interns was from Columbia College in Chicago, worked from January 2023 to May 2023. The intern's responsibilities included air-studio control board and radio production operations, audio/video production and social media promotion for the station.

The second intern was a soon-to-be certified student from the DesignLab Foundation and the UX Academy, who created in April and May 2023, a UX/UE (user experience) analysis of KPFFK's website, as a course requirement for completion of their program. This prototype for a more user-friendly station website, took over sixty hours of work and included interviews with website users and a site-survey web-form created by the student.

In July 2023, KPFFK management met with another student from Columbia College to explore the prospect of a summer internship with the station. That third intern started work at the stations during the third week of July 2023. Work performed by the student included social media copy, script writing and voice work.

As the COVID-19 pandemic wanes, KPFFK will continue its tradition of broad outreach to schools and universities and expects to bring a full component of new interns in during the coming reporting year.

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

KPFK provided intensive one-on-one several-day training to three veteran programmers during August 2022 and one incoming intern during March 2023. The intern trainings will continue into the next reporting period.

The training included detailed instructions on how to operate the air studio broadcast console, how to configure and program the station automation system, how to integrate all of the various playback devices in the broadcast studio, how to operate and produce calls for the on-air phone system using the call screening software, proper microphone technique, advanced editing techniques and proper use and integration with various VOIP systems for remote broadcasting.

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

All management, paid staff and current interns at KPFK were required to complete a web-based sexual-harassment, diversity and sensitivity training/testing module, **Sexual Harassment Prevention Training**, in July of 2023, 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. Pacifica Foundation Inc, KPFK's licensee is incorporated in the state of California.

KPFK's management continued to meet with the contracted human resources specialist at N.E.T.A. (National Educational Telecommunications Association). In August and September 2022 KPFK's GM consulted with N.E.T.A.'s HR department on matters of local and federal 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.

*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.*

KPFK has an ongoing relationship with the Media Studies department at California State University in L.A. Since the fourth quarter of 2022, KPFK has aired the monthly CSULA Community News, providing the students in the program with a real-world broadcast platform for news writing, reporting, editing and producing experience.