

WBAI 2023 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

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| Station: | WBAI |
| Community of License: | New York, NY |
| Reporting Period: | February 1 st 2022 to January 31 st 2023 |
| No. of Full-time Employees: | Less than 10 |
| Small Market Exemption: | No |

During the reporting period, no 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 WBAI's 2023 annual EEO reporting period, most of the planned initiatives for year 2022/2023 including internships, mentoring for station personnel and in-person community outreach had to be cancelled or curtailed, due to New York's social distancing policies.

WBAI takes the safety of the station's employees, interns and volunteer programmers very seriously and during the reporting period almost all of the station's programming content has been sourced and/or produced remotely.

WBAI continues 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.*

WBAI continues its long-standing internship-program outreach, sending out application materials in June 2022 to Barnard College, New York University, SUNY Cortland, Baruch College, Columbia University, The College of Staten Island, Long Island University, York College, St. John's University, Craig Newmark School of Journalism and The New School. Due to the continuation of the COVID-19 pandemic, WBAI had few responses. Recently,

however, two new interns started working for the station.

The first intern started on January 12th 2023 and will continue to work at the station until July. The individual is attending York College in Pennsylvania and is currently training with the station's Program Director to commence broadcasting four-minute disability issue segments for WBAI's daily news hour and will be producing a half-hour Disabled-in-Action radio show which will air on WBAI beginning in March.

The second intern who started on January 18th 2023 and will work at WBAI through the end of April, has been studying at DePauw University in Indiana. This individual was sponsored to come to WBAI through the New York Arts Program <https://www.newyorkartsprogram.org/>, to learn real-life news radio skills, such as news script writing, interviewing, recording and editing. Pieces produced by this intern will be aired on WBAI's news hour.

*Participated in at least 4 **events or programs** sponsored by **educational institutions** relating to career opportunities in broadcasting.*

WBAI's management worked in April and May of 2022 with a journalism professor and several students at the Columbia Journalism School, to elevate their classwork projects from academic exercises to finished projects, that were then aired during the station's news hour.

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

All paid staff, management and interns at WBAI were required to participate in a web-based sexual-harassment, diversity and sensitivity training/testing module, New York City **Sexual Harassment Prevention Training**, in January 2023. hosted by www.nyc.gov.

Pacifica contracted with an HR specialist at National Educational Telecommunications Association (N.E.T.A). for additional training and to handle any potential EEO issues. WBAI's management met several times during the reporting period to review their EEO policies and discuss EEO matters.

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. A workplace that allows--and even encourages--such conduct cannot promote respect for all employees to obtain their best performance. New York State has enacted laws that require employers with 5 or more employees to train their entire workforce on harassment prevention and response. Because managers act on behalf of their employer, they have a special duty to promote a workplace free of sexual harassment, seek to prevent such improper conduct and effectively respond to instances and complaints.