

WBAI 2024 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s):	WBAI
Community(ies) of License:	New York, NY
Reporting Period:	February 1 st 2023 to January 31 st 2024
No. of Full-time Employees:	Less than 10
Small Market Exemption:	No

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

Note: Due to the continuation of the COVID-19 pandemic during WBAI's 2022-2023 EEO reporting period, most of the planned initiatives, including internships, training for station personnel and in-person community outreach had to be put on hold because of the continued threat of infection which could cripple the operation of a station with such a small staff.

WBAI 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.

WBAI will continue its mission of broad outreach through community school internships, training, and mentoring programs for the next generation of broadcast producers, engineers, 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 gather in person.

INITIATIVES

During the reporting period, no positions were filled.

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 management has worked with staff and students from the CUNY Craig Newmark Graduate School of Journalism for several years now, to produce a bi-weekly hour-long news magazine show "AudioFiles", which aired over WBAI from April until the end of December 2023. Each semester stations management provides additional instruction on radio specific skills to the new students who contribute. The opportunity to host and produce "AudioFiles" offers these curriculum students real-world radio

experience and credentials.

An intern from the Media Fellows at DePauw University in Indiana, who started in January of 2023, worked at WBAI through the end of August 2023. 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. The student became familiar with social media posting and graphic design practices, as well as radio news reporting over the course of their internship. Pieces produced by this intern were aired during WBAI's news hour.

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

All management and paid staff at WBAI 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, WBAI's licensee is incorporated in the state of California.

WBAI's GM consulted with Pacifica's in-house HR manager, several times during the reporting period, 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.

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.

*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.*

WBAI collaborated with Documented, a non-profit news website <https://documentedny.com/>, commencing in April 2023, to develop a weekly radio program series also named “Documented”, about the migrant crisis in NYC. Station staff mentored young journalists to host and report on migrant issues, including teaching various broadcast skills, recording, and editing techniques and methods of forming interviews into programs. This show is scheduled to continue throughout 2024.