

# 2015 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation

|                             |                                      |
|-----------------------------|--------------------------------------|
| Station(s):                 | WBAI Pacifica radio                  |
| Community(ies) of License:  | New York, New York                   |
| Reporting Period:           | February 1, 2014 to January 31, 2015 |
| No. of Full-time Employees: | 7                                    |
| Small Market Exemption:     | No                                   |

During the Reporting Period, a total of no full time positions were filled. 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):

*We expanded our **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

**1-** WBAI has revamped its “senior internships” program designed for college graduates seeking work experience while job hunting. Interns work with the Development Office assisting with the coordination of our Fund Drives, on live events, assisting producers with research, booking talent, learning accounting procedures, producing Public Service Announcements and contributing to segments of our on-air shows.

Interns are placed in areas consistent to their ultimate area of interest or degree concentration. These areas include accounting, programming, public relations, marketing, radio production, sound recording, engineering and social media. They work directly with staff on the day-to-day operations and also have received hands on training in radio operations specific computer software.

**2-** We also hosted several international interns, one from France.

3- WBAI's News department instituted an internship program designed to groom college students in the craft of news reporting. Included in the training were one-on-one sessions between seasoned reporters who trained the interns in news writing for radio, recording remote events, and speeches, editing audio content, and how to write and voice story narratives.

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

**4- New Orleans Jazz Festival May 3 and May 4 2014:** WBAI partnered with WWOZ in New Orleans. This festival is a fundraiser for New Orleans and WBAI contributed by providing access to members to acquire Jazz album for a donation. While supporting New Orleans we also increased the awareness of the impact of the hurricane and the importance of jazz. This spontaneous, momentous scene—this meeting of jazz and heritage—has stood for decades since as a stirring symbol of the authenticity of the celebration that was destined to become a cultural force.

From the very beginning, the New Orleans Jazz & Heritage Festival was envisioned as an important event that would have great cultural significance and popular appeal. The Festival was the culmination of years of discussions and efforts by city leaders who wanted to create an event worthy of the city's legacy as the birthplace of jazz. This live special empowered Jazz musicians and told their stories of the challenges of trying to secure musical employment in the years since New Orleans was devastated by Hurricane Sandy.

**5-Feminist Film Festival – March 2014 (4 Saturdays):** WBAI program Joy of Resistance is proud to offer WBAI listeners the best documentary on the rebirth years of the modern feminist movement (1963-70) that we have yet come across: Jennifer Lee's marvelous new film *Feminist Stories from Women's Liberation*. Just out and having already garnered two awards--the Los Angeles Women's International Film Festival: Best of Festival Documentary and Official Selection of the Cincinnati Film Festival, this film has not yet

been shown in theaters and, at present, is only available to the general public through WBAI.

“Joy Of Resistance” Executive Producer Fran Luck from WBAI’s Women’s Department spoke to the audience about the many different types of productions she had participated in during her years at the station.

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

**6** Engineering and Technical staff are provided quarterly training to update their skills in various aspects of on air broadcasts technology and production, including operation of the sound board use.

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

**7**-Management personnel were trained in documenting possible infractions of station equal opportunity and discrimination policies. A set of procedures has been put in place to investigate and then prevent any infractions.

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.

**8**-WBAI collaborated with The Apollo Uptown Hall series addresses - through dialogue and debate - a diverse range of cultural, social, and political issues important to the Harlem community. In honor of the 20th anniversary of President Mandela's inauguration, this Africa Now! South Africa edition of Apollo uptown Hall focuses on Harlem's enduring relationship with South Africa, from the Harlem Renaissance to Nelson Mandela's historic visit in the 1990s, to the opportunities and challenges both face today.

Hosted by Dr. Felicia Mabuza-Suttle of The Africa Channel and Michael J. Feeney, President of the New York Association of Black Journalists.

Music from WBAI-FM's "No Questions Asked," a video presentation from New Heritage Theater, and a performance from the South African Harlem Voices (SAHAVO) Choir.

**9-Too Raw for Radio:** WBAI's off-air political comedy showcases a la John Stewart where we featured various artists, ethnicity, and religion. Too raw for Radio was created to educate the public on political issue while entertaining them. This event was designed to reach out to the youth and expose them to the possibilities of political satire for radio.

After the formal event management, staff and volunteer producers spoke with audience members about the challenges of producing cutting edge radio comedy.

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