

# 2017 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation

Station:	WBAI Pacifica radio
Community of License:	New York, New York
Reporting Period:	February 1, 2016 to January 31, 2017
No. of Full-time Employees:	7
Small Market Exemption:	No

During the Reporting Period, no full time positions were filled.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

1. WBAI's ongoing Internship Program accepts applications on a rolling basis for credit and non-credit internships in the following areas: marketing, accounting, event planning, social networking, program and news production, web management and graphic design.

Interns are placed in areas consistent to their ultimate area of interest or degree concentration. They work directly with staff on the day-to-day operations and also have received hands on training in radio operations specific computer software. They are also required to produce their own 3-5 minute segment for airing, within which they learn production skills in script writing, narration, editing, and use of intro and outro music.

2. WBAI participated with John Adam's High School's *School to Work* program. In conjunction with classes on work place skills, 4 high school students were compensated by the program to intern and experience workplace operations; professionalism, etiquette, and administrative skills.

3. WBAI's News department internship program continues 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. News segments reported and produced by the interns were regularly aired during the WBAI newscast.

4. WBAI's Development Director emails monthly (via WBAI 's Google group "staffannounce") announcements of job opportunities in broadcasting to the staff and producers.

*WBAI continued its **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

*Participated **in job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

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

5. WBAI's Technical staff convened trainings to help programmers upgrade their skills in various aspects of on air broadcasting, including hands on workshops for new station technologies and advanced production techniques.

6. WBAI's programming department manager has initiated several laboratory workshops for station producers on the changing face of Internet social media and how to optimize these skills to encourage potential audiences. A main focus this year has centered on best practices to optimally promote the programmer's radio show on WBAI's, other media websites, through Twitter, and on Facebook.

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

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