

# WBAI 2022 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation Inc.

Station:	WBAI
Community of License:	New York, NY
Reporting Period:	February 1 2021 to January 31 2022
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 peak of the COVID-19 pandemic occurring at the start of and continuing through the end of WBAI's annual EEO reporting period, most of the planned initiatives for year 2021 and 2022 including internships, mentoring for station personnel and in-person community outreach had to be cancelled, due to New York's home-sheltering policies and public gathering closures.**

**WBAI takes the safety of the station's employees, interns and volunteer programmers very seriously and during the reporting period all programming content has 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 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.*

Even during the COVID-19 pandemic, WBAI continued its internship program with four interns from the Craig Newmark Graduate school of Journalism (CUNY) honing their radio/journalism skills. One intern worked remotely from February to April 2021 while finishing up a master's degree in journalism. The three other interns worked from May to August 2021. Duties included reporting the weather every morning, writing and covering news and political events for the station, they interviewed prominent people, wrote scripts for the weekday newscasts segments, and helped the station with various social media tasks. One of

the four interns also learned how to operate the on-air broadcast console while interfacing with the with hosts and producers during various shows.

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

Station management and engineering staff continues to train programmers on how to produce their shows from home and how to connect to the station live, via various VOIP services, so they could continue to provide programming, from home during the pandemic.

During the reporting period various show producers were instructed on web development for show promotion on the WBAI website and best practices for social media. "Mind Field" was trained on February 2nd, "Dream Leapers" on October 7th, "Cat Radio Cafe" and "Quantum Medicine" on October 13th, CodePink Radio on October 13th and RadioGAG on November 11th.

Stations staff and programmers were instructed by management and the station's web-specialist on June 30<sup>th</sup> 2021, as to the many aspects of creating and distributing podcasts. Twenty WBAI programmers participated.

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

In January 2022, all paid staff and management at WBAI were required to complete a web-based sexual-harassment, diversity and sensitivity training/testing module, "New York Preventing Sexual Harassment for Managers or New York Preventing Sexual Harassment for Employees" hosted by Syntrio.com.

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. Federal and New York laws that require employers with 5 or more employees 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.

Throughout the reporting period WBAI management sought advice from the HR specialist at N.E.T.A. for additional training and to handle any potential EEO issues.