

WBAI 2024-2025 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s):	WBAI
Community(ies) of License:	New York, NY
Reporting Period:	February 1 st 2024 to January 31 st 2025
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

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

WBAI did not fill any full-time positions during this reporting period.

INITIATIVES

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.*

Commencing in mid-August of 2024, WBAI management collaborated with staff and students from the CUNY Professional Communication and Media program to compile a curriculum of administrative and technical radio tasks for interns to complete, including: **Fundraising Support:** Conducting donor calls and assisting with outreach efforts. **Data Management:** Creating and maintaining spreadsheets for organizational needs. **Social Media:** Developing and posting weekly updates to enhance listener engagement and promote station content. **Content and Schedule Updates:** Keeping listener content current and ensuring program schedules were accurate. **Technical Training:** Gaining hands-on experience with the soundboard, learning to manage inputs and outputs to connect computer audio, callers, and hosts effectively. **Station Organization:** Assisting in organizing mail for radio show hosts and managing listener

premiums. **Administrative Assistance:**

Supporting the Interim Director by handling daily emails and streamlining communication. Students also set personal goals for their internship, such as mastering administrative tasks and acquiring skills in audio editing. Working with the CUNY school of professional studies, WBAI station staff was able to introduce members of the community to fundraising, programming, editing, and daily operations experiences. This partnership, which is ongoing, fosters professional development while addressing operational needs at WBAI 99.5 FM.

WBAI hosted one intern from the CUNY Professional Communication and Media program who worked at WBAI from September 3, 2024, to December 19, 2024, while studying Communication and Media at the CUNY School of Professional Studies. This intern excelled in cold calling and engaging with listeners on the pledge line, ensuring that their requests and concerns were addressed by coordinating with programmers and the IT person. Additionally, they assisted with multiple administrative duties, including managing social media, updating programming information, and supporting station operations. They also gained hands-on experience in board operations, further expanding their technical skills and contributions to WBAI's daily broadcast efforts.

WBAI remains committed to fostering diversity and inclusion through its mentorship programs, providing opportunities for individuals who otherwise would not typically have access to learn and participate in professional FM radio work. This hands-on mentoring program is designed to develop the next generation of broadcast producers, engineers, and event managers. These efforts include hands-on training in audio production, film, editing, fundraising, and other essential skills, empowering participants to gain valuable experience and contribute meaningfully to the broadcast industry.

WBAI hosted three community interns during the reporting period.

The first community intern commenced working at WBAI on December 16, 2024, and continues to play a key role in various projects. Their work includes:

- **Film & Photography Editing:** Capturing and refining visual content for station promotions and events.
- **Intern Program Development:** Assisting in structuring and organizing the internship program to enhance learning opportunities.
- **Physical Space Organization:** Helping to improve the station's workspace for greater efficiency and functionality.

The second community intern worked at WBAI from October 20, 2024, to December 15, 2024, assisting with key production tasks, including:

- **Board Operation Support:** Assisting the board operator in editing and refining radio shows for broadcast.
- **Script Development:** Contributing to the writing and structuring of show scripts to enhance programming quality.

The third community intern started working at WBAI on July 15th of 2024 and continues to contribute to WBAI by producing exceptional segments for the station. Their work has included coverage of major political events such as the Democratic National Convention, the Republican National Convention, and Election Night. Additionally, this intern serves as an assistant producer for WBAI's show 'Living for the City', helping to develop compelling content that informs and engages our listeners.

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

In January of 2025, all management, full-time staff and interns completed a web-based sexual harassment, diversity and sensitivity training/testing module, Sexual Harassment Prevention Training, 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.

During the reporting period, WBAI's GM consulted with Pacifica's in-house HR manager several times on matters of local and federal employment 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.

*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.*

Commencing in May 2024, WBAI created and led a nation-wide Pacifica initiative to promote national programming, that would engage the next generation of radio broadcasters from traditionally underserved communities. WBAI and Pacifica are committed to continuing this ongoing initiative for future broadcast projects.

As part of that effort it engaged, trained, and funded eighteen young reporters and broadcasters associated with stations including stations WORT in Madison and WXRW in Milwaukee, WI and WLPN-LP and WZRD in Chicago IL, to plan, host, produce segments and broadcast the Pacifica nightly two-hour national coverage of the RNC (July 15-18 2024 in Milwaukee, WI) from WXRW and the DNC (August 19-22 2024 in Chicago, IL) from WLPN-LP.

Pre-convention training for the RNC was held remotely both on June 13th (attended by 4 instructors and 6 trainees), and on July 11th 2025 (attended by 3 instructors and 5 trainees).

Two training/planning workshops for the DNC coverage were held in-person both on August 10 (attended by one instructor and 8 trainees) and August 11 (attended by one instructor and four trainees).

The topics covered for the RNC and DNC workshops were:

- introductions and outlines of the stakeholders involved:
(WBAI/Pacifica/WORT/WLPN-LP Lumpen /WZRD + other contributors)
- overview of vision and ethos of the broadcast
- production workflow, schedule, and roles during the DNC and RNC,
- media ethics,
- technology considerations
- recording techniques (with hands-on instruction),
- coordination of contact information, and a separate, voluntary opportunity to contribute to WORT's liveblog,
- convention logistics and lessons learned from covering the RNC.