

2007 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation, Inc.

Station: WBAI(FM-NCE)
Community of License: New York, NY

Reporting Period: January 22, 2006 – January 21, 2007

No. of Full-time Employees: More than 10

During the Reporting Period, a total of 2 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):

*Hosted at least one **job fair**.*

York College, February 16th, 2006

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

WBAI along with the Asian Pacific Forum hosted 1 job fair at the Flushing Community College in June 2006

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

1. May 2006 - Malcolm X event sponsored in collaboration with several Black Community Organizations held at WBAI.
2. January 2006 – WBAI sponsored a King Day Celebration at Brooklyn College.
3. February 2006 – Friends of Long Island sponsored a seminar to observe Black History Month.
4. Joy of Resistance, a women's group sponsored a workshop to celebrate International Women's Day in March 2006.

WBAI Program Host, the Public Affairs Director, the Business Manager, the Arts Director, and the General Manager from the station attended these events.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Our Program Director continued an Internship Program. There were 6 interns and they worked 20 hours per week: 6 hours in the News Department, 6 hours in Public Affairs department, and 6 hours in the Production Department. In addition, the Operations Department established a separate internship program where the participants (3) were instructed in basic radio operations, including traffic, scheduling of on air promotions, and basic studio production.

*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).*

We have a website that provides information on all available jobs: www.WBAI.org This is linked to Pacifica Foundation and Sister Stations where all jobs are posted. Website info is additional info to the on air job announcements that run for 30 days on air at least three times a day

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

Our News Department has an ongoing training program with members of the community which includes research and writing, digital editing and production, voice training and hands-on experience covering, reporting and producing news. Eight (8) interns were trained during this period.

Key personnel of our various departments attended the following conferences:

NFCB Conference in Portland, Oregon
April 19-22, 2006
Development training. Interim General Manager,
Development Director

DEI-Management training-New Orleans-July 31,
2006, Development Director

Staff Training: FISCA Office-September 2006
General Manager

Subscription Development Training-October 2,
2006. General Manager, Subscriptions Director,
Premiums Department.

WBAI provides a 5 week course designed to train volunteer reporter producers in maintaining websites. Training includes research and writing,

digital editing and production, voice training and hands-on experience covering, reporting and producing news. Training done by WBAI's Web Site Design & Maintenance employee and the station's News Director.

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

WBAI staff participates in the broadcast journalism education departments of local universities as faculty and as guest lecturers on news and public affairs, station management, and the role of community radio in broadcasting.

- Live Community Radio Forum training students and community volunteers in how to produce live events for radio, Hofstra University, October 12, 2006, attended by Public Affairs Director
- Program Director was a guest lecturer at Medgar Evers College on Journalism (7/21/06)
- Public Affairs Radio Producer hosted panel discussion at BMC College on Political Science (10/22/2006)
- The General Manager lectured a Communications class at the New York Society for Ethical Culture (11/17/06)

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

WBAI Directors, General Manager, Program Director, Public Affairs and News participated in panel discussions on topics such as the role of Public as well as Independent media, how to enter the Public Radio environment, and training and employment opportunities at WBAI. This annual event took place at the Riverside Church on January 28, 2006

WBAI sponsored a community event at the Riverside Church in October 06 to discuss opportunities in journalism and broadcasting. Bernard White was the key note Speaker.

The Manhattan Neighborhood Network and WBAI sponsored a seminar at WBAI on August 2006 to educate the community about the importance of Free Speech Radio and the Media.

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

Pacifica Foundation’s National Human Resources director, Yolanda Thomas, held a 3 hour class to train the entire staff of WBAI on equal employment opportunity, how to prevent violence at the work place and sexual harassment. This class was held in November 2006.

*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.*

Our WAKE UP CALL SHOW host trains a diverse group of students to become journalists. The selection of students is from various non-for-profit grassroots organizations. This is an ongoing program to educate the youth in broadcasting and radio production.

*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.*

WBAI has an ongoing community outreach program, participating in at least 1 event weekly as media sponsors with grassroots community organizations and educational institutions where information about WBAI is distributed including information for employment when job openings are available at WBAI.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1-02-06	Receptionist	Headway Corporate Staffing Service
10-15-06	Interim General Manager	www.wbai.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
	4
Headway Corporate Staffing Service	1

RECRUITING SOURCES USED

Job Title of Position: Receptionist Date of Hire 1/2/2006

Person hired was referred through Headway Corporate Staffing Service.

Job Title of Position: Interim General Manager Date of Hire: 10/15/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WBAI In House Posting	N	120 Wall Street, 10th Floor New York, NY 10005	Business Manager	212-209-2800
WBAI On Air Announcements	N	120 Wall Street, 10th Floor New York, NY 10005	Program Director	212-209-2800
WBAI Website	N	120 Wall Street, 10th Floor New York, NY 10005	WBAI Website team	www.wbai.org
WBAI Local Station Board ("LSB") Search Committee	N	120 Wall Street, 10th Floor New York, NY 10005	Cerene Roberts	212-209-2800
WBAI Membership Outreach & Fundraising Committee	N	120 Wall Street, 10th Floor New York, NY 10005	Yahoo Group	http://groups.yahoo.com/group/WBAImof/
WBAI LSB Programming Committee	N	120 Wall Street, 10th Floor New York, NY 10005	Yahoo Group	http://groups.yahoo.com/group/wbai_lsb_prog_com m/
WBAI LSB Finance Committee	N	120 Wall Street, 10th Floor New York, NY 10005	Yahoo Group	http://groups.yahoo.com/group/wbailsbfinance/
WBAI LSB Management Evaluation Committee	N	120 Wall Street, 10th Floor New York, NY 10005	Yahoo Group	http://groups.yahoo.com/group/wbaievaluation/
Pacifica Foundation Website (with links to/from the sites of WBAI's sister stations, kpfa.org, kpfk.org, kpft.org and wpfw.org as well as affiliate Stations)	N	1925 Martin Luther King Jr. Way Berkeley, CA 94704	HR Director	(510) 849-2590

Craigslist	N	On line	N/A	www.craigslist.org
Alliance for Community Media	N	666-11th Street, NW, Suite 740 Washington, DC 20001	N/A	acmwebmaster@alliancecm.org
Asian American Journalists Association	N	1182 Market Street Suite 320 San Francisco, CA 94102	Rene Astudillo	renea@aja.org
Columbia Graduate School of Journalism	N	2950 Broadway (at 116th Street) New York, NY 10027	Career Services Department	(212) 854-9198 saja@columbia.edu
Media Alliance	N	P.O. Box 3474 Ft. Myers, FL 33918	W.F. LaPlante II	(239) 652-1010 jobfile@media-alliance.org
National Lesbian & Gay Journalists Association	N	1420 K Street, N.W., Ste. 910 Washington, DC 20005	Jason Lloyd Clement	(202) 588-9888 jlclement@nljja.org
National Diversity Journalism Job Bank	N	http://newsjobs.com	N/A	newjobs@newjobs.com
National Federation of Community Broadcasters	N	1970 Broadway, Suite 1000 Oakland, CA 94612	Carolyn Caton	(510) 451-8200 carolyn@nfcfb.org
National Hispanic Media Coalition	N	201 W. 5th Street Suite T-205 Los Angeles, CA 90017-2019	Inez Gonzalez	(213) 534-3026 igonzaez@nhmc.org
National Association of Hispanic Journalists	N	1000 National Press Building 529 14th St., NW Washington, DC 20045-2001	N/A	jobbank@nahj.org
Vibe-on	N	Black on Black Vibe Yahoo Group	N/A	http://groups.yahoo.com/group/vibe-on/
Grassroots Radio Coalition	N	Listserve	N/A	http://www.grradio.org/
New Pacifica	N	Yahoo Group	N/A	http://groups.yahoo.com/group/NewPacifica/
FreeKPFK	N	Yahoo Group	N/A	http://groups.yahoo.com/group/freekpfk/

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.