

2011 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation

Station(s): WBAI Pacifica radio
Community(ies) of License: New York, New York
Reporting Period: February 1, 2011 to January 31, 2012
No. of Full-time Employees: More than 10
Small Market Exemption: No

During the Reporting Period, a total of one 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):

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

1- News Internships at WBAI, New York, 99.5FM York College

News Department Interns are asked to commit to working one or two full days (9am to 5pm) for the duration of their internship.

Participants undergo between one and three days of orientation/training (depending on their level of skills) to familiarize them with the WBAI Studios, Staff and Programming Structure and News Department equipment they will use during their internships.

On approximately their third day, interns will be assigned one or more news stories on which to work. This will require them to work either in-house or in the field to research stories, record interviews and prepare a final script with audio clips to present to our News Editors. Upon approval, the story will run on that day's edition of The WBAI Evening News, which airs in New York at 6 and 11pm. Interns contributing in any way to the day's newscast will be

given on-air credit for their participation.

2 - WBAI complies with all reporting and evaluation requirements that institutions sponsoring interns require. Internship opportunities have also been established with placement departments at New York University, Columbia University, Pace University, and Baruch College for semester long internships.

The station specifically targeted under-represented cultures and are currently training interns who are either first generation or émigrés from Korea, Greece, Spain, Brazil, Argentina, and India.

These interns have been placed in areas consistent to their ultimate area of degree concentration. These areas include accounting, programming, public relations, marketing, and social media. They work directly with staff on day to day operations and receive hands on training in specific computer software programs as well.

3- In partnership with U.S. Arts and Artists a one year internship in sound recording technology is being fulfilled by a Serbian national. This intern will be receiving training in off-site broadcast methods as well as in air quality improvement practices for breaking news events.

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

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.

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

Cave Canem is a home for the many voices of African American poetry and is committed to cultivating the artistic and professional growth of African American poets. WBAI partnered with Cave Canem to allow the minority poets to read their poetry on the air to get exposure, learn about radio broadcasting and to professionally record and archive poetry events at their location. <http://www.cavecanempoets.org/>

Alwan for the Arts serves the Arab community and educates the broader public by showcasing a range of cultural events, thereby enriching the cross-cultural and artistic encounter. Alwan is committed to maintaining a space for reflection, dialogue, and growth in the arts and cultures of the peoples of the Middle East, North Africa, and the diaspora. WBAI partnered with Alwan to showcase the artists and speakers and to record events for archival and broadcast purposes. A WBAI host moderated an event at the center, greatly widening the reach of the center's audience.

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

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 from continuing.

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 host Earl Caldwell of "The Caldwell Chronicles" has been a key speaker at several minority universities on opportunities in journalism and communications. These speaking engagements included ones at Auburn University in Alabama, Keane University in New Jersey, and Scripps Howard School of Journalism at Hampton University in Virginia. He was also featured speaking to these issues on CNN news and at the Black History Month event sponsored by the Attorney General of the state Virginia.

Esther Armah, host of "Wake Up Call" has created an initiative in which minority at risk youth as well as those who have been incarcerated receive training in broadcast techniques.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Dec 8, 2010	General Manager	From Interim Position

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Current Magazine – Line ad: 7/7/2010	Approx. 20
Thr Progressive – Mag Display, July 2010	Approx. 15
LA Times Print Ad – April 11, 2010 (third coll. Broadcasting)	Approx. 5
The Progressive – Print Ad, July 2010	Approx. 30
The Village Voice, May 2010	Approx. 5

RECRUITING SOURCES USED

Job Title of Position: General Manager Date of Hire: Dec. 8, 2010

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current Magazine		6930 Carroll Ave	Ronald Woods	(301) 270-7240 x38
		Takoma Pk. MD 20912		Menla@current.org
The Progressive		409 East Main Street	Erika Baer	(608) 257-4626
		Madison WI 53703		Erika@progressive.or

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