

**KCUR 89.3 FM and KWJC 91.9 FM
Annual Equal Employment Opportunity Report
Required by the Federal Communications Commission
October 1, 2019 – September 30, 2020**

The purpose of this EEO Public File Report (the Report) is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared by KCUR 89.3 FM, Kansas City, MO, and is required to be placed in the public inspection files of this station and posted to its website.

The information contained in this Report covers the time period beginning October 1, 2019 to and including September 30, 2020 (the Applicable Period).

KCUR's license is held by the Curators of the University of Missouri. On June 26, 2020, the Curators purchased KWJC 91.9 FM. KCUR's management is operating KWJC. Therefore, this Annual Equal Opportunity Report is for both KCUR and KWJC. From June 26, 2020 to September 30, 2020, no employees were hired for KWJC operations.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by KCUR during the Applicable Period;
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which are separately identified) identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees by each recruitment source utilized with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 that follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of full-time positions listed in Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but on the first day of employment.

Appendix 1: Vacancy Information

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Full-Time Positions Filled during Report Period

	Position Number	Working Title	Date Position Opened	Date Position Filled	Number of People Interviewed	Recruitment Source for Hiree
1	75518	Media Project Manager - Election 2020	9/12/2019	11/25/2019	12	KCUR website
2	75520	Senior Editor - Election 2020	9/11/2019	12/16/2019	5	KCUR employee referral
3	75519	Coordinating Producer - Election 2020	9/12/2019	1/2/2020	5	KCUR employee referral
4	75517	Digital/Social Media Editor - Election 2020	9/12/2019	1/7/2020	5	KCUR employee referral
5	74422	Director of Institutional Giving	5/22/2019	8/12/2019	9	KCUR employee referral
6	74745	Associate Producer - Central Standard	6/13/2019	10/21/2019	19	Not specified; generic job posting website
7	75240	Director of Journalism	8/21/2019	12/10/2019	10	KCUR employee referral
8	65567	News Director	12/18/2019	2/10/2020	3	Current KCUR employee seeking promotion
9	28708	Enterprise Editor	6/2/2020	7/6/2020	3	Folio Magazine
10	72673	Reporter - General Assignment	1/23/2020	8/17/2020	5	Indeed
11	76992	Mid-Day Announcer	n/a	6/29/2020	(a)	
12	28856	Interim General Manager	n/a	2/1/2020	(b)	

Total number of individuals interviewed during this period: 76

(a) Current part-time Announcer was promoted to Mid-Day Announcer, upon a retirement.

(b) University of Missouri - Kansas City Director, to whom KCUR General Manager reports, is acting as Interim General Manager.

Appendix 2: Recruitment Source Information

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NOTE: KCUR’s knowledge about recruitment sources used by interviewees is limited to their self-reporting through the selection of options in the University of Missouri – Kansas City jobs website.

	Recruitment Source	Number of interviewees this source provided during this period	Full-time positions for which this source was utilized
1.	<p>Name of Source: KCUR website, Facebook pages, and twitter accounts Contact Person: Briana O’Higgins Address: Kansas City, MO Phone: 816-235-1551 email: briana@kcur.org website: www.kcur.org</p>	<p>75518 – 3 75520 – 3 75519 – 2 75517 – 2 74745 – 4 75240 – 4</p>	<p>75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment</p>
2.	<p>Name of Source: KCUR Community Advisory Board Contact Person: Jeanne Rooney Address: Kansas City, MO Phone: 816-235-1551 email: jeanne@kcur.org website: www.kcur.org</p>		<p>75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment</p>

3.	<p>Name of Source: All KCUR Employees Contact Person: Jeanne M. Rooney Address: Kansas City, MO Phone: 816-235-1551 Email: jeanne@kcur.org Website: www.kcur.org</p>	75518 – 2 75520 – 2 75519 – 1 75517 – 2 74422 – 2 74745 – 5 75240 – 1 72673 – 2	75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment
3.a	<p><i>KCUR employees posted job openings to their individual professional social media; journalism-related social media, including Facebook; and their alma maters' job websites.</i></p> <p><i>For example: Public Media Innovators Public Media Journalists Online News Association Journalists of Color CUJ Radio (for Columbia University Journalism School alums in radio) Lincoln University</i></p>		
3.b.	<p><i>KCUR employees are welcome to apply for open positions</i></p>	75240 – 4 65567 – 1 72673 – 2	
4.	<p>Name of Source: Corporation for Public Broadcasting Address: Washington, DC Phone: 202-879-9600 website: www.cpb.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	75518 – 1 75519 – 1 74745 – 4	75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism

			65567 - News Director 28708 - Enterprise Editor
5.	<p>Name of Source: Greater Public Contact Person: Address: Minneapolis Phone: 888-454-2314 email: website: http://greaterpublic.org/job-line How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor
6.	<p>Name of Source: Current: online magazine for news for people in public media Contact Person: Address: American University School of Communications Washington, D.C. Phone: email: news@current.org website: www.current.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	75518 – 2	75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 75240 - Director of Journalism 28708 - Enterprise Editor
7.	<p>Name of Source: Folio magazine</p> <p>Note: While KCUR did not place a job posting here, one of the interviewees noted this as a source</p>	28708 – 1	
8.	<p>Name of Source: Missouri Broadcasters' Association Contact Person: Victoria Sabatino and Terry Harper Address: Jefferson City, MO Phone: 573-636-6692 email: vsabatino@mbaweb.org tharper@mbaweb.org website: https://www.mbaweb.org/ How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director

			28708 - Enterprise Editor
9.	<p>Name of Source: Kansas Association of Broadcasters Address: Topeka KS Phone: 785-235-1307 website: http://www.kab.net/ How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor
10.	<p>Name of Source: National Association of Black Journalists Address: College Park MD Phone: 301-405-0248 website: www.nabj.org www.nabjcareers.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 75240 - Director of Journalism 28708 - Enterprise Editor
11.	<p>Name of Source: National Association of Hispanic Journalists Address: Washington, D.C. Phone: website: www.nahj.org www.nahjcareers.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 75240 - Director of Journalism 28708 - Enterprise Editor
12.	<p>Name of Source: University of Missouri – Kansas City Contact Person: Kelly Limpic, Human Resources Address: Kansas City, MO Phone: 816-235-1621 email: umkchr@umkc.edu website: www.umkc.edu How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard

			75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment
13.	Name of Source: Indeed (This website automatically picks up all job postings on UMKC's website) website: www.indeed.com	75518 – 1 74745 – 4 65567 – 1 72673 – 1	75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment
14.	Name of Source: LinkedIn (This website automatically picks up all job postings on UMKC's website) website: www.linkedin.com	75240 – 1 28708 – 1	75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism 65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment
15.	Name of Source: UMKC Human Resources automatically posts all positions with these organizations. <ul style="list-style-type: none"> • American Indian Council • American Indian Enterprise & Business Council • Asian American Chamber of Commerce KC • ESGR • Full Employment Council • Hispanic Advisory Board/UWGKC (Carlos Salazar) 		75518 - Media Project Manager - Election 2020 75520 - Senior Editor - Election 2020 75519 - Coordinating Producer - Election 2020 75517 - Digital/Social Media Editor - Election 2020 74422 - Director of Institutional Giving 74745 - Associate Producer - Central Standard 75240 - Director of Journalism

	<ul style="list-style-type: none"> • Hispanic Kansas Works • Hispanic Chamber of Commerce • KC Hispanic Chamber of Commerce • Latino Coalition E-Newsletter • Missouri Veteran's Commission • My Disability Professionals • National Native American Chamber of Commerce • Urban League • Women's Employment Network • Connections to Success <p>What is proof of the source's publication? E-records</p>		<p>65567 - News Director 28708 - Enterprise Editor 72673 - Reporter - General Assignment</p>
16.	<p>Name of Source: University of Missouri School of Journalism Contact Person: Address: Columbia, MO Phone: email: website: www.hiremissouritigers.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		<p>75240 - Director of Journalism 28708 - Enterprise Editor</p>
17.	<p>Name of Source: University of Kansas School of Journalism Contact Person: Steve Rottinghaus Address: Lawrence, KS Phone: email: steve_rottinghaus@ku.edu website: www.ku.edu How was notification given? email What is proof of the source's publication? e-records</p>		<p>75240 - Director of Journalism 28708 - Enterprise Editor</p>
18.	<p>Name of Source: Kansas State A.Q. Miller School of Journalism and Mass Communications Contact Person: Aribell Leo-Lynn Address: Manhattan, KS Phone: 785-532-6890 email: adl@k-state.edu website: How was notification given? email What is proof of the source's publication? e-records</p>		<p>75240 - Director of Journalism 28708 - Enterprise Editor</p>

19.	<p>Name of Source: University of Nebraska-Lincoln, College of Journalism and Mass Communication Phone: 402-472-3041 email: cojmc@unl.edu website: How was notification given? email What is proof of the source's publication? e-records</p>		75240 - Director of Journalism 28708 - Enterprise Editor
20.	<p>Name of Source: Iowa State Greenlee School of Journalism and Communication Contact Person: Maria Charbonneax Address: Ames, Iowa email: mvcharb@iastate.edu website: https://cyhire.iastate.edu How was notification given? email What is proof of the source's publication? e-records</p>		75240 - Director of Journalism 28708 - Enterprise Editor
21.	<p>Name of Source: Nonprofit Connect Address: Kansas City MO website: www.npconnect.org How was notification given? Posted to their website What is proof of the source's publication? E-records</p>	74422 – 5	74422 - Director of Institutional Giving
22.	<p>Name of Source: Association of Fundraising Professionals Address: Kansas City MO Website: https://community.afpnet.org/afpmomidamericachapter/home How was notification given? Posted to their website What is proof of the source's publication? E-records</p>		74422 - Director of Institutional Giving
23.	<p>Not known, applicant did not provide specific in application</p>	75518 – 3 75519 – 1 75517 – 1 74422 – 2 74745 – 2 65567 – 1 28708 – 1	

Appendix 3: Supplemental Activities

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Activity #5: Intern Program: On-going training in public radio programming and news for students and other members of the community.

NOTE: September 2019, KCUR improved its internship program by securing funding for paid internships. We expect this to provide more support for the future journalists who intern with us, and to increase the diversity of the applicants.

POSITION	DATES	SUPERVISOR	RECRUITMENT SOURCE
Central Standard	Sep - Dec 2019	M. Rowell	kcur.org
Up to Date	Sep - Dec 2019	D. Alexander	kcur.org
News	Sep - Dec 2019	M. Carter	kcur.org
Central Standard	Jan - May 2020	S. Gross	kcur.org
Up to Date	Jan - May 2020	D. Alexander	UMKC Journalism Course taught by S. Kraske
News	Jan - May 2020	K. Palmer	UMKC Lab taught by M. Long-Middleton
Up to Date	Jun - Aug 2020	D. Alexander	kcur.org
News	Jun - Sep 2020	P. Lowe	UMKC Lab taught by M. Long-Middleton
Audience Development	Sep - Dec 2020	B. O'Higgins	kcur.org
Up to Date	Sep - Dec 2020	D. Alexander	kcur.org
News	Sep - Dec 2020	P. Lowe	kcur.org
Classical	Sep - Dec 2020	S. Steigman	kcur.org

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Activity #8: Training Program designed to enable station personnel to acquire skills that could qualify them for higher-level positions

Reporters, Editors, Talk Show Hosts, and other content-related staff

1. Branded Strategic Storytelling Graduate course from University of Missouri, Fall 2019
 - Peggy Lowe, Editor
2. Digital Content Strategy courses from University of Kansas, Fall 2019, Spring 2020
 - Anne Kniggendorf, freelance Reporter
3. Werk it Women's Podcast Festival, Los Angeles, CA, October 3-4, 2019
 - Sylvia Maria Gross, Editor
4. American Society of News Editors & News Leader Association Emerging Leaders Institute, New Orleans, LA, October 1, 2019
 - Erica Hunzinger, Editor
5. Awarded training fellowship at the National Press Foundation's Covering the Heart Beat fellowship in West Palm Beach, FL, January 26-29, 2020
 - Alex Smith, Reporter
6. Monthly Educational Writers Association Webinars, February – September 2020
 - Elle Moxley, Reporter
7. 50 Women Can Change the World in Journalism 2020 Cohort, Summer 2020
 - Erica Hunzinger, Editor
8. Education Writers Association National Seminar (Virtual), July 2020
 - Elle Moxley, Reporter
9. Photographing Vulnerable Populations, Reynolds Journalism Institute, July 10, 2020
 - Erica Hunzinger, Editor
10. Earned Graduate Certificate in Interactive Media from the University of Missouri, July 2020
 - Peggy Lowe, Editor
11. Structural Racism and Health in Black Communities Webinar, August 13, 2020
 - Danette Alexander, Producer
12. Science of the Pandemic Course at MIT, Fall 2020
 - Luke Martin, Producer
13. Journalism Safety webinar from International Relations Council at Park University, September 19, 2020
 - Carlos Moreno, Reporter

14. NPR built “Grove,” a new content management system, to be used by all NPR stations. KCUR was involved in both alpha and beta testing, and was the first station to “go live” in the midst of the pandemic, April 2020. During this process, several KCUR staff received extensive training from NPR, including a Washington, D.C. fly-in in January 2020. Grove is leading-edge technology for journalists in countless aspects of audio, video, and digital writing, editing, recording, and production. Grove provides journalists with instant sounds and views of their work across all broadcast and digital devices used by the audience. KCUR’s lead team on this project arranged for boot camp style training for not only KCUR’s 30+ journalists but also operations and fundraising staffs. Lead team:
- Briana O’Higgins, Director – Content Services
 - C.J. Janovy, Digital Editor
 - Cody Newill, Digital Technician
15. Corporation for Public Broadcasting grant, “Election 2020: Listening to America” 9/1/2019 – 3/31/2021. This is a nationwide project to invest in public radio stations’ capacity to use a multiplicity of community engagement practices and tools, and to help amplify community and citizen perspectives to advance local, regional and national journalism. KCUR is the lead station, providing strategic and editorial leadership, community engagement expertise, project management, and fiscal oversight. Eight collaborations, each with multiple stations, are a part of this project building a national model for quality and collaborative journalism with Elections 2020 as the focus. Professional development of the employees of the many stations involved is a key activity and outcome of the project. This project is working under the name of “America Amplified.”
- a) Kettering Foundation Deliberative Forum Conference, February 24-26, 2020
- Alisa Barba, America Amplified Team
 - Ann Alquist, America Amplified Team
 - Matthew Long-Middleton, America Amplified Team
 - Kathy Lu, America Amplified Team
 - Andrea Tudhope, America Amplified Team
- b) Poynter Role of Jails in COVID Webinar, May 4, 2020
- Alisa Barba, America Amplified Team
- c) How Journalism Can Begin to Dismantle Its Systems of Racism Webinar, June 15, 2020
- Donna Vestal, Director of Collaborations
 - Alisa Barba, America Amplified Team
 - Ann Alquist, America Amplified Team
 - Matthew Long-Middleton, America Amplified Team
 - Kathy Lu, America Amplified Team
 - Andrea Tudhope, America Amplified Team
 - Jennifer Tufts, America Amplified Team
- d) State of Diversity, Equity and Inclusion in Community and Public Media, National Federation of Community Broadcasters Webinar, July 8, 2020
- Alisa Barba, America Amplified Team
 - Ann Alquist, America Amplified Team
 - Kathy Lu, America Amplified Team
 - Andrea Tudhope, America Amplified Team
 - Jennifer Tufts, America Amplified Team
- e) Poynter Writing about the World Webinar, July 18, 2020
- Alisa Barba, America Amplified Team
- f) Poynter Weirdest Election Night Ever Webinar, August 18, 2020

- Alisa Barba, America Amplified Team

16. WAMU public media at American University received a three-year grant from The Kendeda Fund to lead a national collaboration of public media to report on the role of guns in American life. This includes fellowships for journalists who have received extensive training in investigative reporting and audio & digital production. KCUR received funding for one of the ten fellows, Chris Haxel. Examples of training for Chris:

- Audio Storytelling Conference at Third Coast International Audio Festival, Oct 31-Nov 2, 2019.
- Story Lab Workshop with NPR, which is a sort of podcast incubator that include learning and coaching about:
 - Longform Audio Storytelling -- Starting & Sustaining Your Podcast
 - Finding the Right Workflow
 - Building Audiences
 - Vocal Coaching & Tracking Support
 - Visuals
 - Scoring & Sound Design
 - Marketing & Communications
 - Metrics & Analytics

Out of this project, KCUR's Chris Haxel and WABE's reporting fellow did the investigative reporting, wrote, and cohosted the current podcast series being released under the auspices of NPR, "No Compromise," Fall 2020.

Program Director, Audience Development, Resource Development, Operations and Administration

1. Public Media Business Association annual conference, May 26-29, 2020
 - Jeanne Rooney, Manager of Finance and Administration
2. Monthly Webinars on Fundraising and Database Technology from Allegiance, Greater Public, and NonProfit Tech for Good. October 2019 – September 2020.
 - Kathleen Connaghan-Gross, Membership Coordinator
3. White Staff & Faculty: Our role in Antiracism, University of Missouri Kansas City, July 13, 2020
 - Jennifer Tufts, America Amplified Team
4. Listening for Embodied Knowledge, Columbia MA Program, August 13, 2020
 - Jennifer Tufts, America Amplified Team
5. Talking White: An anti-oppression view towards transcribing Black narrators, Columbia MA Program, August 22, 2020
 - Jennifer Tufts, America Amplified Team
6. Systemic Racism in the Workplace webinar at University of Missouri-Kansas City, August 2020
 - Briana O'Higgins, Director of Audience Development
 - Jeanne Rooney, Manager of Finance & Administration
7. Imperative of Inclusion in Public Media webinar at Public Media Development and Marketing Conference, August 2020
 - Briana O'Higgins, Director of Audience Development
 - Alisa Barba, America Amplified Team

8. Weekly Webinars on Fundraising from NonProfit Connect, Greater Public, KC Civic Council, UMKC Foundation, Association of Fundraising Professionals - KC, and Public Media Development and Marketing Conference, April – August, 2020
 - David Fulk, Director of Philanthropic Giving
9. Planned Giving Webinars through Greater Public, July 21 and August 26, 2020
 - Danny Baker, Director of Planned Giving
10. Weekly Webinars on Fundraiser from Public Media Development and Marketing Conference and Nielson, July – August 2020
 - Annie McMahill, Account Executive
 - Dana Combs, Account Executive

Appendix 3: Supplemental Activities

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Activity #16: Other activities designed to disseminate information about employment opportunities.

Audience: Journalists and Other Professionals

1. Panelist for NPR's Smart Speaker Webinar, October 10, 2019
 - Stephen Steigman, Chief of Broadcast and Program Operations
2. Panelist on Collaborative Fundraising at SuperRegional Conference, New Orleans, LA, October 16, 2019
 - Nico Leone, General Manager
3. Panelist on Election Coverage for CPB Conference, December 9, 2019
 - Nico Leone, General Manager
4. Moderated Event for International Relations Council of Kansas City, December 11, 2019.
 - Sylvia Maria Gross, Editor
5. Panelist at Kansas Farmers Union Annual Conference, December 15, 2019
 - Jim McLean, Reporter
6. Spoke to members of the Douglas County Health Department, January 18, 2020
 - CJ Janovy, Editor
7. Moderator for Kansas Oral History Project, January 21, 2020
 - Jim McLean, Reporter
8. Spoke at Leavenworth Public Library, January 26, 2020
 - CJ Janovy, Editor
9. Panelist on Working with the Media for CASE PR/Media Relations seminar, January 27, 2020
 - Melody Rowell, Producer
10. Spoke about Media to SPARK learners at UMKC, January 28, 2020
 - Dan Margolies, Editor
11. Education Writer's Association Award Panelist, February 2020
 - Celia Llopis-Jepsen, Reporter
12. Panelist for Kansas Hospital Trustees, Wichita, Kansas, February 28, 2020
 - Jim McLean, Reporter
13. Mentor for Mizzou Climate Reporting Workshop, June 25, 2020
 - Erica Hunzinger, Editor
14. Panelist for Fundraising Professionals on Sustainer Programs, July 15, 2020
 - David Fulk, Director of Philanthropic Giving

15. Spoke on webinar for Growing Audience During Covid for Greater Public, August 2020
 - Briana O’Higgins, Director of Audience Development
16. Panelist for Fundraising Professionals on Virtual Events, August 5, 2020
 - David Fulk, Director of Philanthropic Giving
17. Spoke on webinar for Digital Transformations: Lessons from the Table Stakes for PMDMC/Greater Public, August 2020
 - Briana O’Higgins, Director of Audience Development
18. Presented “Challenging the Police Narrative” at Investigative Reporters and Editors virtual conference, September 22, 2020
 - Peggy Lowe, Editor
19. Corporation for Public Broadcasting grant, “Election 2020: Listening to America” 9/1/2019 – 3/31/2021. This is a nationwide project to invest in public radio stations’ capacity to use a multiplicity of community engagement practices and tools, and to help amplify community and citizen perspectives to advance local, regional and national journalism. KCUR is the lead station, providing strategic and editorial leadership, community engagement expertise, project management, and fiscal oversight. Eight collaborations, each with multiple stations, are a part of this project building a national model for quality and collaborative journalism with Elections 2020 as the focus. Professional development of the employees of the many stations involved is a key activity and outcome of the project. This project is working under the name of “America Amplified.” The following are examples:
 - a) Panelist on Election Coverage at SuperRegional Conference, New Orleans, LA, October 17, 2019
 - Donna Vestal, Director of Collaborations
 - b) Panelist on Reaching Rural Audiences at People Powered Publishing Conference, Chicago, IL, November 14, 2019
 - Donna Vestal, Director of Collaborations
 - c) Spoke about Election 2020 project at League of Women Voters, Kansas City, MO, December 14, 2019
 - Donna Vestal, Director of Collaborations
 - d) American Amplified + Community Engagement Training, February 19, 2020
 - Ann Alquist, America Amplified Team
 - Matthew Long-Middleton, America Amplified Team
 - e) Groundsource Training, February 27 – March 5, 2020
 - Kathy Lu, America Amplified Team
 - f) Playbook Walkthrough for America Amplified, March 11, 2020
 - America Amplified Team
 -
 - g) How to use Facebook Live to Engage Communities Webinar, April 3, 2020
 - Ann Alquist, America Amplified Team
 - Kathy Lu, America Amplified Team
 - Mike Russo, Director of Marketing
 - h) Harness the Power of Texting Webinar, April 17, 2020

- Ann Alquist, America Amplified Team
- i) How to Build Empathy Into your Reporting Practices Webinar, May 14, 2020
 - Ann Alquist, America Amplified Team
- j) The Awkward Reality of Reporting During a Pandemic Webinar, May 15, 2020
 - Ann Alquist, America Amplified Team
- k) What's Up with WhatsApp? Webinar, June 12, 2020
 - Ann Alquist, America Amplified Team
- l) What Journalists Can Learn from Community Organizers, July 31, 2020
 - Ann Alquist, America Amplified Team

Audience: Colleges and Universities

1. Spoke to Journalism students from Johnson County Community College, October 16, 2019
 - Maria Carter, News Director
2. Taught Audio Production Lab at University of Missouri-Kansas City, Fall 2019
 - Matthew Long-Middleton, Digital Producer
3. Spoke to 200 Pakistani students as part of Kansas State University's Office of International Relations Seminar, Topeka, KS, November 2, 2019
 - CJ Janovy, Editor
4. College student visit to KCUR to learn about Careers in Radio, January 8, 2020
 - Maria Carter, News Director
 - Linda Sher, Announcer
 - Danette Alexander, Producer
 - Melody Rowell, Producer
 - Cod Newell, Audience Development
 - Deloris Phelps, Director of Membership
 - Kathleen Connaghan-Gross, Membership Coordinator
 - Caroline Campbell, Volunteer and Events Coordinator
 - Genevieve Des Marteau, Development Assistant
 - Dawn Schnake, Accountant
5. Keynote speaker for Editorial and Leadership Integrity Cohort at Arizona State University, January 13, 2020
 - Donna Vestal, Director of Collaborations
6. Professor for Graduate Level Class "Seminar in Theatre Management" at University of Missouri-Kansas City Department of Theater, Spring 2020.
 - Danny Baker, Director of Planned Giving
7. Spoke to Broadcast Performance class at Johnson County Community College, February 20, 2020.
 - Michael Byars, Announcer
8. Spoke to "Art of the Interview" class at University of Missouri-Kansas City, March 3, 2020
 - Danette Alexander, Producer
 - Luke Martin, Producer

9. Spoke about dealing with the media to Graduate Sociology Class at UMKC, March 11, 2020
 - Dan Margolies, Editor
10. Lecturer William Allen White School of Journalism, University of Kansas, Fall 2020
 - Erica Hunzinger, Editor

Audience: Pre-K through High School

1. Spoke to students from Lee's Summit High School, October 2, 2019
 - Elle Moxley, Reporter
 - Matthew Long-Middleton, Digital Producer
 - Cody Newill, Audience Development
 - Mike Russo, Marketing Director
2. Spoke to students from Liberty Academy, October 16, 2019
 - Stephen Steigman, Chief of Broadcast Operations
 - Maria Carter, News Director
 - Cody Newill, Audience Development
3. Kansas High School Journalism Award Panelist for Photojournalism, February 2020
 - Celia Llopis-Jepsen, Reporter
4. Spoke to students from St. Thomas Aquinas High School, February 7, 2020
 - Genevieve Des Marteau, Development Assistant
 - Mike Russo, Director of Marketing
 - Sam Zeff, Morning Newscaster
 - Donna Vestal, Director of Collaborations
 - Kathleen Connaghan-Gross, Membership Coordinator
5. Spoke to students from St. Thomas Aquinas High School, February 25, 2020
 - Dawn Schnake, Accountant
 - Ron Jones, Director of Programming
 - Kyle Palmer, News Director
 - Mike Russo, Director of Marketing
 - Lisa Rodriguez, Reporter
6. Spoke to students from New Mark Middle School in North Kansas City, March 3, 2020
 - Jenny Whitty, Announcer