**WCBE-FM (4325) Columbus, Ohio**

**Licensee: Columbus Board of Education**

**EEO Annual Public File Report: June 1, 2021 - May 31, 2022**

1. **FULL-TIME HIRES**

The following position was filled:

* WCBE General Manager
1. **RECRUITMENT SOURCES FOR FULL-TIME POSITION**
* Columbus City Schools Human Resources Division: Website job listings:

[www.ccsoh.us/employment.aspx](http://www.ccsoh.us/employment.aspx)

* WCBE: Website: [www.wcbe.org](http://www.wcbe.org)
* Indeed (and mirror job posting websites): [www.indeed.com](http://www.indeed.com)
* LinkedIn: [www.linkedin.com](http://www.linkedin.com)
* Employee Referral
* NEOGOV.com
1. **RECRUITMENT SOURCE CONTACT INFORMATION**
* Columbus City Schools Human Resources Division: Timothy Yanok, HR Generalist/Recruiter/Columbus City Schools, 3700 S. High Street, Columbus, OH 43207/614-365-5705
* WCBE: Tristan Demaria, 540 Jack Gibbs Boulevard, Columbus, OH 43215/614-365-5555
* Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
* LinkedIn: 855-655-5653, https://www.linkedin.com
* Employee Referral: Paul Brown, Director of Multi-Media Services/Columbus City Schools, 3700 S. High Street, Columbus, OH 43207/614-365-5000
* NEOGOV.com: 888-NEOGOV1
1. **RECRUITMENT SOURCE THAT REFERRED THE HIREE FOR THE FULL-TIME POSITION**

WCBE General Manager:NEOGOV.com

1. **TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME POSITIONS**

WCBE General Manager: 1

1. **OUTREACH INITIATIVES**

The WCBE Station Employment Unit has 8 full-time employees. Station management, nevertheless, typically complies with the EEO Rule requirement for larger stations to engage in at least four (4) outreach initiatives or (two activities for every two-year period.)

Due to the pandemic, outreach engagement was suspended.

During the initial lockdown the WCBE Internship Program was suspended as well. However, during this reporting period, WCBE management began to cautiously reintroduce student interns to the station. Interns from Columbus City Schools, Bowling Green State University and Loyola University received instruction and guidance in audio production, writing, office practices and studio protocol from WCBE full time staff members.

Because WCBE is licensed to a school district, educating youth is the core of the station’s mission. Thus, the station’s high school and college internship programs are part of the fulfillment of that mission. Student programs are designed to give each intern or work/study student a broad overview of station operations.

Historically, WCBE has provided a voice for student interns of all nationalities by encouraging them to contribute creative writing and ideas to WCBE’s online presence and the production of station promotional and public service announcements and will do so again as the WCBE Internship Program continues to become more robust post-pandemic.

**Ongoing Outreach Activities**: During the pandemic, outreach activities and initiatives were suspended. Post pandemic, WCBE has begun to slowly re-establish contact with accredited institutions to reactivate its normal outreach programs. The following are examples of programs sustained by WCBE outside of the pandemic:

**1. A. Internship program (high school students):** WCBE-FM partners with Columbus City Schools (the Columbus Board of Education, WCBE’s licensee). This has been an ongoing, developing program since 2000. This program includes students from Fort Hayes Metropolitan Education Center and Cristo Rey High School, a downtown Columbus parochial charter school serving at risk teens and coordinated by WCBE upper management.

 **B. Internship Program (college students):** WCBE’s college-level internship program draws students from The Ohio State University, Otterbein University, Bowling Green State University and Ohio University. Student engagement is coordinated WCBE upper management.

**2. Content-Oriented Internships.** Because WCBE is a public radio station and a member of National Public Radio, it draws upon diverse content for its programs, including history, literature, political science, sociology, etc. Thus, it looks at careers in broadcasting through a wider lens encompassing content providers and potential future producers of programs for radio broadcasting. WCBE interns, therefore, include students majoring in fields other than communications or journalism, to include those majoring in English, history, foreign language, music, etc.

**3. Career Outreach Programs Partnering with Educational Institutions:**

**A. High School Career Days.** In partnership with its licensee, the Columbus, Ohio Board of Education, WCBE typically participates in Career Days at high schools within the Columbus

City School District. These Career Days were suspended during this reporting period due to the pandemic.

1. **Station Tour Programs:**

**General Tours:** Post-pandemic, WCBE has begun to carefully re-introduce The WCBE Station Tour Program, which is available to all members of the public, including school classes, college classes, adults interested in radio careers, “shadow” students, etc. The tours, conducted by WCBE personnel, are designed to give a general overview of the radio industry, the different types of careers in the business of radio (engineering, writing, deejay/host, sales, management, and so on), and “behind the scenes” radio operations**.** Responsible staff: Greg Moebius, General Manager.

**History Tours:** WCBE's studio is located on the grounds of an old Civil War Army fort with many of the original buildings still standing and renovated. In October, WCBE partnered Columbus City Adventures and Fort Hayes instructors to conduct its annual “Fort Hayes Haunted Tours” with proceeds benefitting WCBE.

WCBE’s program diversity reflects the make-up of its multi-cultural audience. Its locally produced programs (Ante Meridiem, Global Village, Toss The Feathers, Trip The Groove Fantastic, Friday Night Fish Fry, Shakin’ It, All Mixed Up, Roots and Offshoots, Jazz Sunday) and national music programs (Jazz Night in America, World Café, Echoes, Afropop Worldwide) feature elements in a variety of languages and musical styles.

 WCBE’s locally produced “Live From Studio A” interview/performance segments feature artists with varied backgrounds regularly performing and discussing their musical directions, techniques and influences. Following the suspension of these performances during the pandemic, WCBE has begun to once again feature these live performances and discussions during this unique WCBE programming staple.

WCBE provided special on-air and online observances during Black History Month (February) and Women’s History Month (March) and International Women’s Day (March 8) during its local and national programs such as Jazz Sunday, Shakin’ It, World Café, Afropop Worldwide and Echoes.