Annual EEO Public File Report

For the Period June 1, 2020 - May 31, 2021

This EEO Public File Report is to comply with the FCC's EEO rule which is required to be placed in the public inspection files of the station and posted on its website.

The information contained in this report covers the period beginning June 1, 2020 and ending on May 31, 2021.

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

1. A list of all full-time vacancies filled by the Station during the applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
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 referred by each recruitment source utilized in connection with these vacancies.
5. A list and brief description of the supplemental recruitment outreach initiatives completed pursuant to Section 73.2080 (c) (2) of the FCC Rules.

Positions Filled:

RFA Corps Member (New Reporter) – 6/2020 (Co-Sponsored Position)
   1. Recruitment Sources: 45
   2. Full-time Hire Date: June 1, 2020
   3. Hiree Recruitment Source: 45
   4. # of people interviewed: 3 (3rd Party Sponsor pre-screened)

CFO (formerly Business Manager/Controller) – 9/2020 (Special Circumstances)
   1. Recruitment Sources: 8, 35-37,40,46
   2. Full-time Hire Date: September 23, 2020
   3. Hiree Recruitment Source: 46
   4. # of people interviewed: Temporary to Permanent Hire
Member Services Associate – 2/2021
1. Recruitment Sources: 15,35-37,40
2. Full-time Hire Date: February 8, 2021
3. Hiree Recruitment Source: 15
4. # of people interviewed: 11

Supervising Producer – 4/2021
1. Recruitment Sources: 8,22,25,35-37,39, 47-51
2. Full-time Hire Date: April 13, 2021
3. Hiree Recruitment Source: 39
4. # of people interviewed: 8

Summary of Interviewees by recruitment source:
15 – Indeed.com: 09
36 - WYPR on LinkedIn: 02
39 - WYPR staff/board and CAB members 02
40 - WYPR website: 06
45 – Report for America: 03
46 – Robert Half: 00

Total Interviewees 22
Outreach Initiatives completed during this period:

1. Job Fairs:
   a. **Current Public Media Virtual Career Fair — March 31, 2021.** WYPR provided a booth and met with job seekers looking for opportunities in the industry.

2. Newsroom Partner with Report for America (RFA) and the Anthony Brandon Fellowship Fund (ABFF) Fellow June 2020 - Report for America is a national service program that places journalists into local newsrooms to report on under-covered issues and communities. An initiative of the nonprofit media organization, The GroundTruth Project, it is structured to harness the skills and idealism of an emerging group of journalists plus the creative spirit of local news organizations. The first RFA News Reporter ss also the First Fellow from the ABFF. The ABFF was created with an aim of broadening opportunities for students of journalism and to enhance recruiting diverse and talented individuals from a variety of backgrounds and experiences to our station.

3. Continuing Education to enable station personnel to acquire skills that could qualify them for higher level positions:
   a. September - December 2020, Membership department attended **Veritus Group, Major Gift Academy.** Completed coursework that provided a grounding in major gift fundraising philosophy along with concrete tools and guidance to help manage staff, budgets, inter-departmental relations, and overall program. This course is ideal for both new and experienced managers and executives.
   b. October 2020, Grant Administrator attended Maryland Nonprofits & MARFY Annual Conference and earned CPE credits towards Certified Fund-Raising Executive.
   c. Summer 2020, Staff participated in the Greater Public’s Public Media and Development Conference.
   d. June 2020 – January 2021, Chief of Staff participated in virtual training covering the following:
      1. Crowdeast’s Getting the Message Right in FYE Fundraising and An Introduction to the Wonderful World of Virtual Events
      2. Donor Search’s Donor Advised Funds 101: How to Unlock Hidden Funding for Your Mission
      3. NPR’s Collaborative Fundraising Pilot
      4. Greater Public’s How to make your 2020 contest entry pop, Engaging Audiences with Virtual Events, and Understanding Bias in Fundraising
   e. June 2020 – January 2021, Membership Director participated in virtual training covering the following:
      1. Donor Advised Funds 101: How to Unlock Hidden Funding for Your Mission
      2. Innovative Nonprofit Fundraising Strategies in Today's Economy
      3. Transforming the Work of Major Giving in Public Media
      4. Accelerating Vehicle Donations During Challenging Times
      5. How to become a CFRE
      6. Marketing Ideas for Your Planned Giving Program
      7. RFA Newsroom Fundraising Webinar
      8. The CFRE application process: Step-by-step
4. Provided for training to staff on methods of ensuring equal employment opportunity and preventing discrimination.
   a. Continued participation with the Think Public Media initiative through our president and general manager. He served as a member of the initiatives steering group that designed sustained efforts throughout the year aimed at recruiting journalists of color to public media. The initiative led by NPR and a group of member stations includes a database of applicants and resumes collected at affinity journalism conferences (NABJ, NAHJ, NAJA, AAJA, SAJA and ONA) and job fairs dating back to 2016. [http://www.thinkpublicmedia.org/about](http://www.thinkpublicmedia.org/about)
   b. Various staff attended webinars hosted by Greater Public, NABJ and NPR:
      1. The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media
      2. Building Resilience – The Imperative of Inclusion: Hiring & Retention
      4. Audience Diversity Research from NPR
      5. Bringing Equity and Inclusivity to Your Donor Interactions and Communications
      6. Diverse Voices and the Future Newsroom
      7. Preventing Harassment and Discrimination
      8. Field Notes from The Frontlines: The Diversity, Equity & Inclusion Movement In Public Media
   c. In the fall of 2020, every WYPR employee was required to participate in CPB’s online harassment prevention training course. This course was designed to increase an employee’s awareness and knowledge of applicable laws surrounding harassment prevention and the impact these laws have on current job responsibilities. WYPR had 100% employee participation in this training.

3. Internship Programs designed to assist in acquiring skills needed for broadcast employment or volunteering.
   a. 2020 marked the 12th year WYPR partnered with Cristo Rey Jesuit High School which provided an opportunity for minority students to acquire broadcasting skills and knowledge. Due to the COVID-19 Pandemic, Students interned virtually this year in one or more of the following departments: Programming, News, Membership, Maryland Morning, Midday, and the General Manager’s Office. WYPR has had and continually offers internship programs to students from area schools. Students get exposure in our Programming, News, Interactive, and Development departments. Open to the public, high school students, and college students, our programs offer opportunities to intern over a period of time and acquire broadcasting skills, knowledge, and experience. We teach, challenge, and prepare our interns for broadcast careers. Our internships have been a recruitment tool as we have hired former interns. During the report period, 6 interns have worked with various departments at WYPR.
b. Due to the Covid-19 pandemic, our Midday Program Internship program where Interns would work with staff members to learn how to develop stories, edit and produce for audio had to be postponed.

4. Staff Outreach in events or programs designed to assist students interested in pursuing a career in broadcasting sponsored by educational and community institutions.

   a. Midday Host spoke on several occasions, including:
      1. JHU Center for Prevention of Violence
      2. Brown Memorial Church Anniversary Event
      3. United Way of Central MD Story Time
   b. One of our Producers taught or presented the following:
      1. Guest taught documentary/folklore class for Western Washington University
      2. The Elijah Cummings Youth Program Social Justice Fellowship which helped 30 Baltimore high school students create their own podcasts
      3. Guest taught documentary studies class at Morgan State University
      4. Workshop w Nigerian youth filmmakers
      5. Workshop with students at Tsinghua University High School International in Beijing
      6. Guest taught Creativity & Innovation class at MICA
      7. Guest taught journalism class at Morgan State University
      8. Guest taught non-fiction class at Park School
      9. Guest taught podcasting class at CCBC
   c. On-Air Host/Board operator is Instructor of Audio Documentary at Towson University.
   d. Digital Producer teaches a podcasting course at UMBC.
<table>
<thead>
<tr>
<th>No.</th>
<th>WYPR Recruitment Resources</th>
<th>Address</th>
<th>Contact</th>
<th>Contact URL</th>
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<tbody>
<tr>
<td>1</td>
<td>American University</td>
<td>4400 Massachusetts Ave NW, Washington, DC 20016</td>
<td>202-885-1852</td>
<td><a href="http://www.american.edu/careercenter/">www.american.edu/careercenter/</a></td>
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<tr>
<td>2</td>
<td>Association of Independents in Radio</td>
<td>42 Charles Street, 2nd floor, Dorchester, MA 02122</td>
<td>617-825-4400</td>
<td><a href="http://www.airmedia.org">http://www.airmedia.org</a></td>
</tr>
<tr>
<td>4</td>
<td>Baltimore Sun</td>
<td>501 N. Calvert Street, Baltimore, MD 21278</td>
<td>410-332-6850</td>
<td><a href="http://www.baltimore.sun.com">http://www.baltimore.sun.com</a></td>
</tr>
<tr>
<td>5</td>
<td>Careerbuilder.com website</td>
<td></td>
<td></td>
<td><a href="http://www.careerbuilder.com">www.careerbuilder.com</a></td>
</tr>
<tr>
<td>6</td>
<td>College of Notre Dame of Maryland</td>
<td>4701 N. Charles Street, Baltimore, MD 21210</td>
<td>Career Enrichment center 410-532-5387</td>
<td><a href="http://www.ndm.edu/StudentServices/CareerEnrichment/">http://www.ndm.edu/StudentServices/CareerEnrichment/</a></td>
</tr>
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<td>7</td>
<td>Corporation for Public Broadcasting</td>
<td>401 9th Street NW, Washington, DC 20004</td>
<td>CPB job line</td>
<td><a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a></td>
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<tr>
<td>8</td>
<td>Craigslist website</td>
<td></td>
<td></td>
<td><a href="http://baltimore.craigslist.org/">http://baltimore.craigslist.org/</a></td>
</tr>
<tr>
<td>10</td>
<td>DCRTV.com website</td>
<td></td>
<td></td>
<td><a href="http://www.dcrtv.com">www.dcrtv.com</a></td>
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<tr>
<td>11</td>
<td>Gorkana.com website</td>
<td>1 West Street, New York, NY 10004</td>
<td>646-556-6520</td>
<td><a href="http://www.gorkana.com/us">http://www.gorkana.com/us</a></td>
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<tr>
<td>12</td>
<td>Goucher College</td>
<td>1021 Dulaney Valley Road, Towson, MD 21204</td>
<td>410-337-6191</td>
<td>email: <a href="mailto:CarDev@goucher.edu">CarDev@goucher.edu</a></td>
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<tr>
<td>13</td>
<td>Hood College</td>
<td>401 Rosemont Avenue, Frederick, MD 21701</td>
<td>email: <a href="mailto:careers@hood.edu">careers@hood.edu</a> 301-696-3583</td>
<td><a href="http://www.hood.edu/careercenter">http://www.hood.edu/careercenter</a></td>
</tr>
<tr>
<td>14</td>
<td>Indeed.com website</td>
<td>177 Broad Street, 6th floor, Stamford, CT 06901</td>
<td></td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
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<tr>
<td>15</td>
<td>Jewish Community Services</td>
<td>5750 Park Heights Ave, Baltimore, MD 21215</td>
<td>410-843-7380</td>
<td><a href="http://www.jcsbaltimore.org">www.jcsbaltimore.org</a></td>
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<tr>
<td>16</td>
<td>Journalism and Women Symposium</td>
<td>3701 Drakeshire Drive, Modesto, CA 95356</td>
<td>510-764-1877</td>
<td><a href="http://www.jaws.org">www.jaws.org</a></td>
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<tr>
<td>17</td>
<td>Journalismjobs.com website</td>
<td>Berkeley, CA</td>
<td>510-653-1521</td>
<td><a href="http://www.journalismjobs.com">www.journalismjobs.com</a></td>
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<td>18</td>
<td>Loyola University</td>
<td>4501 N. Charles Street, Baltimore, MD 21210</td>
<td>410-617-2692</td>
<td>wwwLOYOLA.EDU/thecareercenter</td>
</tr>
<tr>
<td>19</td>
<td>Maryland Association of Non Profit Organizations</td>
<td>190 W. Ostend Street, Baltimore, MD 21230</td>
<td>443-438-2310</td>
<td><a href="http://eseries.mdnonprofit.org/">http://eseries.mdnonprofit.org/</a></td>
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<tr>
<td>20</td>
<td>Maryland Workforce Exchange</td>
<td>1100 N. Eutaw Street, Room 209, Baltimore, MD 21201</td>
<td></td>
<td><a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a></td>
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<tr>
<td>21</td>
<td>Mediabistro.com website</td>
<td>New York, NY</td>
<td>Jacky Carter 212-547-7893</td>
<td><a href="http://www.mediabistro.com">www.mediabistro.com</a></td>
</tr>
<tr>
<td>22</td>
<td>Monster.com website</td>
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<td></td>
<td><a href="http://www.monster.com">www.monster.com</a></td>
</tr>
<tr>
<td>23</td>
<td>Morgan State University</td>
<td>1700 East Cold Spring Lane, Baltimore, MD 21251</td>
<td>email: <a href="mailto:careers@morgan.edu">careers@morgan.edu</a></td>
<td><a href="http://www.morgan.edu">http://www.morgan.edu</a></td>
</tr>
</tbody>
</table>
25 National Association of Black Journalists
National Association of Black Journalists
1100 Knight Hall, Suite 3100, College Park, MD 20742
866-964-2765 x2716
http://careerservices.nabj.org

26 National Association of Broadcasters
National Association of Broadcasters
1771 N Street NW, Washington, DC 20036
202-429-5420
http://www.nab.org/radio/default.asp

27 Public Broadcasters Management Association
Public Broadcasters Management Association
939 S. Stadium Road, Columbia, SC 29201
803-799-5517
http://www.pbma.org/

28 Stevenson University
Stevenson University
1525 Greenspring Valley Road, Stevenson, MD 21153
443-352-4477
http://www.stevenson.edu/career

29 Towson University
Towson University
7800 York Road, Suite 206, Towson, MD 21204
410-704-2233
www.towson.edu/careercenter
email: careercenter@ubalt.edu

30 University of Baltimore
University of Baltimore
Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201
410-837-5440
www.towson.edu/careercenter

31 University of Maryland
University of Maryland
1100 Knight Hall, Suite 3100, College Park, MD 20742
301-314-7225
http://careerservices.umd.edu

32 University of Maryland Baltimore County
University of Maryland Baltimore County
1000 Hilltop Circle, Baltimore, MD 21250
410-455-2216
www.careers.umbc.edu

33 Washington College
Washington College
300 Washington Avenue, Chestertown, MD 21620
410-778-7890
www.facebook.com

34 WYPR eNewsletter
WYPR eNewsletter
2216 N. Charles Street, Baltimore, MD 21218
Kyle Leslie 410-735-1603
www.wypr.org

35 WYPR on Facebook
WYPR on Facebook
2216 N. Charles Street, Baltimore, MD 21218
Kyle Leslie 410-735-1603
www.facebook.com

36 WYPR on LinkedIn
WYPR on LinkedIn
2216 N. Charles Street, Baltimore, MD 21218
Kyle Leslie 410-735-1603
www.linkedin.com

37 WYPR on Twitter
WYPR on Twitter
2216 N. Charles Street, Baltimore, MD 21218
Kyle Leslie 410-735-1603
www.twitter.com

38 WYPR, WYPF, and WYPO on air announcements
WYPR, WYPF, and WYPO on air announcements
2216 N. Charles Street, Baltimore, MD 21218
Brian Crompwell 410-235-1039
www.wypr.org

39 WYPR staff/board and CAB members
WYPR staff/board and CAB members
2216 N. Charles Street, Baltimore, MD 21218
Brian Crompwell 410-235-1039
http://www.wypr.org/employment-and-internships

40 WYPR website
WYPR website
2216 N. Charles Street, Baltimore, MD 21218
Brian Crompwell 410-235-1039
https://www.wypr.org/employment-and-internships

41 Americas Job Exchange
Americas Job Exchange
via Maryland Workforce Exchange—see above
410-244-5223
https://www.americasjobexchange.com

42 US Jobs
US Jobs
via Maryland Workforce Exchange—see above

43 Stanton Chase
Stanton Chase
400 E Pratt Street, #420, Baltimore, MD 21202
410-244-5223
http://www.stantonchase.com

44 Idealist
Idealist
Report for America/The Ground Truth Project
10 Guest Street, Boston, MA 02135
https://www.idealist.org/en/about
https://www.reportforamerica.org/

45 Robert Half Management Resources
Robert Half Management Resources
500 E Pratt Street, #1150, Baltimore, MD 21202
https://www.roberthalf.com/locations/md-baltimore

46 Entertainmentcareers.net
Entertainmentcareers.net
2118 Wilshire Blvd #401, Santa Monica, CA 90403
https://jobs.entertainmentcareers.net/

47 Media Job Board
Media Job Board
https://jobs.medialojobboard.com/

48 PMJA (Public Media Journalist Association)
PMJA (Public Media Journalist Association)
P.O. Box 838, Sturgis, SD 57785
https://pmja.org/

49 Asian American Journalist Assoc (AAJA)
Asian American Journalist Assoc (AAJA)
https://www.aaja.org/careers/aaja-career-center/

50 National Association of Hispanic Journalists
National Association of Hispanic Journalists
https://www.nahj.org/

51