

WYPR/WYPF/WYPO

2216 N. Charles Street
Baltimore, MD 21218

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
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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. Crowdcaster'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>
 - 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
 3. Building Resilience – Diversity & Inclusion: The Leadership Level
 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
 9. National Association of Black Journalists - Dealing with Microaggressions and the Fall Out from Them
 - 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.

Recruitment Resources:

No.	WYPR Recruitment Resources	Address	Contact
1	American University	4400 Massachusetts Ave NW, Washington, DC 20016	202-885-1852 www.american.edu/careercenter/
2	Association of Independents in Radio	42 Charles Street, 2nd floor, Dorchester, MA 02122	617-825-4400 http://www.airmedia.org
3	Baltimore Business Journal	1 East Pratt Street, Suite 205, Baltimore, MD 21202	410-576-1161 http://www.bizjournals.com/baltimore
4			
5	Baltimore Sun	501 N. Calvert Street, Baltimore, MD 21278	410-332-6850 http://www.baltimoresun.com
6	Careerbuilder.com website		www.careerbuilder.com
7	College of Notre Dame of Maryland	4701 N. Charles Street, Baltimore, MD 21210	Career Enrichment center 410-532-5387 http://www.ndm.edu/StudentServices/Career
8	Corporation for Public Broadcasting	401 9th Street NW, Washington, DC 20004	CPB job line http://www.cpb.org/jobline/
9	Craigslist website	P.O. Box 225159, San Francisco, CA 94122	http://baltimore.craigslist.org/
10	Current - The Newspaper about Public B'casting	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1 http://www.current.org/jobs/
11	DCRTV.com website		Dave www.dcrtv.com
12	Gorkana.com website	1 West Street, New York, NY 10004	646-556-6520 http://www.gorkana.com/us
13	Goucher College	1021 Dulany Valley Road, Towson, MD 21204	410-337-6191 email: CarDev@goucher.edu http://www.hood.edu/careercenter
14	Hood College	401 Rosemont Avenue, Frederick, MD 21701	email: careers@hood.edu 301-696-3583 http://www.hood.edu/careercenter
15	Indeed.com website	177 Broad Street, 6th floor, Stamford, CT 06901	www.indeed.com
16	Jewish Community Services	5750 Park Heights Ave, Baltimore, MD 21215	410-843-7380 www.jcsbaltimore.org
17	Journalism and Women Symposium	3701 Drakeshire Drive, Modesto, CA 95356	510-764-1877 www.jaws.org
18	JournalismJobs.com website	Berkeley, CA	510-653-1521 www.journalismjobs.com
19	Loyola University	4501 N. Charles Street, Baltimore, MD 21210	410-617-2692 www.loyola.edu/thecareercenter
20	Maryland Association of Non Profit Organizations	190 W. Ostend Street, Baltimore, MD 21230	443-438-2310 http://eseries.mdnonprofit.org/
21	Maryland Workforce Exchange	1100 N. Eutaw Street, Room 209, Baltimore, MD 21201	https://mwejobs.maryland.gov
22	Mediabistro.com website	New York, NY	Jacky Carter 212-547-7893 www.mediabistro.com
23	Monster.com website		www.monster.com
24	Morgan State University	1700 East Cold Spring Lane, Baltimore, MD 21251	email: careers@morgan.edu http://www.morgan.edu

25	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	1771 N Street NW, Washington, DC 20036	202-429-5420	http://www.nab.org/radio/default.asp
27	Public Broadcasters Management Association	939 S. Stadium Road, Columbia, SC 29201	803-799-5517	http://www.pbma.org/
28	Stevenson University	1525 Greenspring Valley Road, Stevenson, MD 21153	443-352-4477	http://www.stevenson.edu/career
29	Towson University	7800 York Road, Suite 206, Towson, MD 21204	410-704-2233	www.towson.edu/careercenter
30	University of Baltimore	Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201 Univ. Career Center, 3100 Hornbake Library, College Park, MD 20742	410-837-5440	email: careercenter@ubalt.edu
31	University of Maryland		301-314-7225	http://www.careercenter.umd.edu
32	University of Maryland Baltimore County	1000 Hilltop Circle, Baltimore, MD 21250	410-455-2216	www.careers.umbc.edu
33	Washington College	300 Washington Avenue, Chestertown, MD 21620	410-778-7890	http://career.washcoll.edu
34	WYPR eNewsletter	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.wypr.org
35	WYPR on Facebook	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.facebook.com
36	WYPR on LinkedIn	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.linkedin.com
37	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	2216 N. Charles Street, Baltimore, MD 21218	Brian Crompwell 410-235-1039	www.wypr.org Balt. & Frederick: 88.1 FM Ocean City 106.9
39	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	2216 N. Charles Street, Baltimore, MD 21218	Brian Crompwell 410-235-1039	
41	Americas Job Exchange	via Maryland Workforce Exchange-see above		https://mwejobs.maryland.gov
42	US Jobs	via Maryland Workforce Exchange-see above		https://mwejobs.maryland.gov
43	Stanton Chase	400 E Pratt Street, #420, Baltimore, MD 21202	410-244-5223	https://www.stantonchase.com
44	Idealist			https://www.idealists.org/en/about
45	Report for America/The Ground Truth Project	10 Guest Street, Boston, MA 02135		https://www.reportforamerica.org/
46	Robert Half Management Resources	500 E Pratt Street, #1150, Baltimore, MD 21202		https://www.roberthalf.com/locations/md-baltimore
47	Entertainmentcareers.net	2118 Wilshire Blvd #401, Santa Monica, CA 90403		https://www.entertainmentcareers.net/
48	Media Job Board			https://jobs.mediajobboard.com/
49	PMJA (Public Media Journalist Association)	P.O. Box 838, Sturgis, SD 57785		https://pmja.org/
50	Asian American Journalist Assoc (AAJA)			https://www.aaja.org/careers/aaja-career-center/
51	National Association of Hispanic Journalists			https://nahj.org/