Annual EEO Public File Report

For the Period June 1, 2019 - May 31, 2020

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 time period beginning June 1, 2019 and ending on May 31, 2020.

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:
Membership Associate – 6/2019
1. Recruitment Sources: 8, 15, 21, 34-42, 44
2. Full-time Hire Date: June 3, 2019
3. Hiree Recruitment Source: 37
4. # of people interviewed: 15

President & General Manager – 6/2019
1. Recruitment Sources: 3, 8, 15, 20, 21, 35-37, 39, 42, 43
2. Full-time Hire Date: June 19, 2019
3. Hiree Recruitment Source: 43
4. # of people interviewed: 7

Producer – 9/2019
1. Recruitment Sources: 8, 21, 34-42
2. Full-time Hire Date: September 9, 2019
3. Hiree Recruitment Source: 39
4. # of people interviewed:  5
Underwriting AE (x2) – 9/2019
  1. Recruitment Sources:  8,21,34-42
  2. Full-time Hire Date: Sept 9, 2019 & Sept 19, 2019
  3. Hiree Recruitment Source: 39
  4. # of people interviewed:  6
Executive Director News – 4/2020
  1. Recruitment Sources:  34-40
  2. Full-time Hire Date: April 16, 2020
  3. Hiree Recruitment Source: Internal Hire
  4. # of people interviewed:  1
Sales Development Manager – 4/2020 (Special Circumstances)
  1. Recruitment Sources:  34-40
  2. Full-time Hire Date: April 21, 2020
  3. Hiree Recruitment Source: 39
  4. # of people interviewed:  2

Summary of Interviewees by recruitment source:
34 - WYPR eNewsletter:  03
36 - WYPR on LinkedIn:  01
39 - WYPR staff/board and CAB members:  12
40 - WYPR website:  05
43 - Stanton Chase:  07
44 – Idealist:  05

Total Interviewees  33
Outreach Initiatives completed during this period:

1. Continuing Education to enable station personnel to acquire skills that could qualify them for higher level positions:
   a. June 2019, On-Air Host/Board Operator attended Public Media Journalist Association conference representing those responsible for the day-to-day direction, reporting and editing of local public media newsrooms providing professional development opportunities for the industry.
   b. August 2019, the Program Director attended PRPD, which defines the principles of quality programming, provides training and resources for program directors, and builds strong connections within and beyond the public media community. The organization supports programmers as they work to meet the needs of public media audiences.
   c. September 2019 Digital Director, Digital Producer, and Membership Associate attended NPR’s Digital day for training, collaboration and networking Including discussions around digital news collaboration, audience-centered thinking, digital project management, analytics and more from digital leaders and journalists from across the system.
   d. July 2019; Membership Director and Membership Associate attended Public Media Development and Marketing Conference (PMDMC) about how to understand event sponsorship prospects’ unique needs and craft successful presentations to meet those needs. Delivering innovative, future-focused content and highlights the most high-potential strategies that drive awareness and revenue.

2. Provided for training to staff on methods of ensuring equal employment opportunity and preventing discrimination.
   a. In July 2019, WYPR joined the Think Public Media initiative through its new 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 now includes a database of applicants and resumes collected at affinity journalism conferences (NABJ, NAHJ, NADA, AAJA, SAJA and ONA) and job fairs dating back to 2016. http://www.thinkpublicmedia.org/about
   b. Summer 2019; Membership Director attended webinars hosted by Greater Public:
      1. The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media
      2. Building Resilience – The Imperative of Inclusion: Hiring & Retention
   c. October 2019; President & General Manager attended the Eastern Regional Public Media conference, an association of more than seventy public radio stations, is dedicated to advancing public media by increasing the effectiveness, cooperation and significance of its members in their communities. This mission is accomplished by enhancing leadership, professional development and management skills, providing meaningful services, resources and expertise to stakeholders, embracing greater diversity throughout public radio.
   d. In the fall of 2019, 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.
   e. October 2019, WYPR’s Mid-Day Producer attended an annual gathering of the Third Coast Conference community for a weekend of learning, idea-generation, collaboration, connections and shared love of audio. The Conference supports media-makers by recognizing talent, igniting innovation, curating boundary-breaking audio pieces, and bringing exceptional work of all styles to local and worldwide audiences. Committed to the work of becoming an anti-racist institution and creating radical spaces of inclusion, collaboration, and experimentation.
f. November 2019, WYPR’s Digital Producer attended The Power of Diverse Voices: The Poynter Minority Writers Workshop. A transformative four-day seminar that helps journalists of color find their voice and build skills for writing opinion pieces and personal essays.

3. Internship Programs designed to assist in acquiring skills needed for broadcast employment or volunteering.
   a. 2019 marked the 11th year WYPR partnered with Cristo Rey Jesuit High School which provided an opportunity for minority students to acquire broadcasting skills and knowledge. Students interned 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. Midday Program Interns: Hosted 2 college interns during the summer of 2019 and 1 intern Jan 2020 to work with the Midday team. Interns worked with staff members to learn how to develop stories, edit and produce for audio.

4. Staff Outreach in events or programs designed to assist students interested in pursuing a career in broadcasting sponsored by educational institutions.
   a. Midday Host spoke on the need for credible journalism on the YouTube broadcast produced by Berkshire Choral International.
   b. On-Air Host/Board operator is Instructor of Audio Documentary at Towson University.
   c. Digital Producer teaches a podcasting course at UMBC.
<table>
<thead>
<tr>
<th>No.</th>
<th>Recruitment Resources</th>
<th>Address</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>American University</td>
<td>4400 Massachusetts Ave NW, Washington, DC 20016</td>
<td>202-885-1852</td>
</tr>
<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>
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<td>4</td>
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<td>5</td>
<td>Baltimore Sun</td>
<td>501 N. Calvert Street, Baltimore, MD 21278</td>
<td>410-332-6850</td>
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<tr>
<td>6</td>
<td>Careerbuilder.com website</td>
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<tr>
<td>7</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>
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<tr>
<td>8</td>
<td>Corporation for Public Broadcasting</td>
<td>401 9th Street NW, Washington, DC 20004</td>
<td>CPB jobline</td>
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<tr>
<td>9</td>
<td>Craigslist website</td>
<td>P.O. Box 225159, San Francisco, CA 94122</td>
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<td>11</td>
<td>DCRTV.com website</td>
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<tr>
<td>12</td>
<td>Gorkana.com website</td>
<td>1 West Street, New York, NY 10004</td>
<td>646-556-6520</td>
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<tr>
<td>13</td>
<td>Goucher College</td>
<td>1021 Dulaney Valley Road, Towson, MD 21204</td>
<td>410-337-6191</td>
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<tr>
<td>14</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>
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<tr>
<td>15</td>
<td>Indeed.com website</td>
<td>177 Broad Street, 6th floor, Stamford, CT 06901</td>
<td></td>
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<tr>
<td>16</td>
<td>Jewish Community Services</td>
<td>5750 Park Heights Ave, Baltimore, MD 21215</td>
<td>410-843-7380</td>
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<tr>
<td>17</td>
<td>Journalism and Women Symposium</td>
<td>3701 Drakeshire Drive, Modesto, CA 95356</td>
<td>510-764-1877</td>
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<tr>
<td>18</td>
<td>JournalismJobs.com website</td>
<td>Berkeley, CA</td>
<td>510-653-1521</td>
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<td>19</td>
<td>Loyola University</td>
<td>4501 N. Charles Street, Baltimore, MD 21210</td>
<td>410-617-2692</td>
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<td>20</td>
<td>Maryland Association of Non Profit Organizations</td>
<td>190 W. Ostend Street, Baltimore, MD 21230</td>
<td>443-438-2310</td>
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<tr>
<td>21</td>
<td>Maryland Workforce Exchange</td>
<td>1100 N. Eutaw Street, Room 209, Baltimore, MD 21201</td>
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<tr>
<td>22</td>
<td>Mediabistro.com website</td>
<td>New York, NY</td>
<td>Jacky Carter 212-547-7893</td>
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<td>23</td>
<td>Monster.com website</td>
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<tr>
<td>24</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>
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<tr>
<td>25</td>
<td>National Association of Black Journalists</td>
<td>1100 Knight Hall, Suite 3100, College Park, MD 20742</td>
<td>866-964-2765 x2716</td>
</tr>
<tr>
<td>27</td>
<td>Public Broadcasters Management Association</td>
<td>939 S. Stadium Road, Columbia, SC 29201</td>
<td>803-799-5517</td>
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<td>28</td>
<td>Stevenson University</td>
<td>1525 Greenspring Valley Road, Stevenson, MD 21153</td>
<td>443-352-4477</td>
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<td>29</td>
<td>Towson University</td>
<td>7800 York Road, Suite 206, Towson, MD 21204</td>
<td>410-704-2233</td>
</tr>
<tr>
<td>30</td>
<td>University of Baltimore</td>
<td>Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201</td>
<td>410-837-5440</td>
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<tr>
<td>31</td>
<td>University of Maryland</td>
<td>20742</td>
<td>301-314-7225</td>
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<tr>
<td>32</td>
<td>University of Maryland Baltimore County</td>
<td>1000 Hilltop Circle, Baltimore, MD 21250</td>
<td>410-455-2216</td>
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</tbody>
</table>
33 Washington College
34 WYPR eNewsletter
35 WYPR on Facebook
36 WYPR on LinkedIn
37 WYPR on Twitter
38 WYPR, WYPF, and WYPO on air announcements
39 WYPR staff/board and CAB members
40 WYPR website
41 Americas Job Exchange
42 US Jobs
43 Stanton Chase
44 Idealist

300 Washington Avenue, Chestertown, MD 21620
2216 N. Charles Street, Baltimore, MD 21218
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400 E Pratt Street, #420, Baltimore, MD 21202

410-778-7890
Kyle Leslie 410-735-1603
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Brian Crompwell 410-235-1039
410-244-5223

http://career.washcoll.edu
www.wypr.org
www.facebook.com
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www.twitter.com
Balt. & Frederick: 88.1 FM  Ocean City 106.9 FM
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https://www.stantonchase.com
https://www.idealist.org/en/about