WRVO EEO Narrative Statement for the Year Ending 1/31/2021
Public File – 73.2080

WRVO Public Media, including its associated radio stations, continues to work with the Communications and Journalism departments of the State University of New York at Oswego.

The station maintains an active internship program for students wishing to gain hands-on experience in the broadcast industry. Interns receive practical experience producing news reports, feature projects, promotional announcements and other types of broadcast and online content. They have contributed to projects that have received recognition from professional organizations like the New York State Broadcasters Association, Associated Press, and Syracuse Press Club. Persons filling these internship positions typically come to us from SUNY Oswego, but we accommodate requests from students from other educational institutions when time and resources allow. WRVO works with SUNY Oswego internship coordinators to assure our listings are available to the entire student population.

WRVO continues to compile regional and national job listing sources in order to expand future recruiting efforts. In addition to posting job listings on our website, we make employment information available through several industry-related national organizations. We receive assistance from the SUNY Oswego Human Resources department to make sure our job listings are posted with state and national higher-education and minority-focused associations. No potential source of applicants has contacted WRVO requesting notifications of openings during the current reporting period.

WRVO staff participate in speaking opportunities to engage with students and the general public about potential careers in media and journalism. We are, on occasion, invited by professors and instructors to address their students on topics related to broadcasting, media, and career opportunities in public broadcasting in particular. This year, the COVID-19 pandemic prevented us from making live appearances in classrooms.

WRVO welcomes groups and individuals to visit us and tour our studios to learn more about broadcasting and public media. We continue to engage with members through email, newsletters, social media, public events and other means which enhance our ability to disseminate information about employment opportunities.

Prior to each search to fill a permanent, full-time vacancy, the EEO Officer of the SUNY Research Foundation and/or the EEO Office of the Human Resources department at SUNY Oswego instructs the search committee on the proper procedures for recruiting, interviewing and selecting candidates (which officer instructs the committee depends on whether the position being filled is administered/funded by SUNY Oswego or the SUNY Research Foundation). A formal protocol is applied that assures all policies in this regard are met. Documentation to that effect is maintained in files at WRVO and the offices of the SUNY Research Foundation and the Office of Human Resources at SUNY Oswego. The search committee is also advised by the SUNY Oswego Affirmative Action officer, and the SUNY Oswego Chief Diversity and Inclusion officer. Within the current reporting period, WRVO experienced two vacancies, but did not recruit for – or fill – either position.

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Activities related to 73.2080 c2

1. WRVO Public Media offers internships throughout the year at our primary studios in Oswego. Interns are unpaid, and are volunteers and/or receive class credit. Interns receive hands-on training and instruction from full-time professionals in the WRVO News and Production departments. Due to COVID-19 protection protocols, only one internship position was filled during the current reporting period. WRVO also makes work study opportunities available to SUNY Oswego students, though we were unable to accommodate work study students during the current reporting period.

2. During the current reporting period WRVO continued to compile national and regional job listing sources in order to expand future recruiting efforts. No potential source has contacted WRVO requesting notification of openings.

3. During the reporting period, COVID-19 protection protocols prevented us from engaging in many of the in-person activities we usually do during a typical year, including speaking to students in classrooms, hosting tours of our studios, participating in new employee information fairs and other forms of engagement. We look forward to resuming these activities when we are able.

4. During the reporting period, WRVO experienced two full-time vacancies, but did not recruit for – nor fill – either of these vacancies.

Prepared by William Drake, Station Manager
For the Public File of WRVO, WRVD, WRVH, WRVJ, WRVN, WMVQ and wrvo.org