

**EEO Public File Report**  
**KALW(FM), San Francisco, CA**  
**Reporting Period: August 1, 2018 to July 31, 2019**

**I. FULL-TIME VACANCY LIST**  
**II. RECRUITMENT SOURCE LIST**

*NO FULL-TIME EMPLOYEE VACANCIES FILLED DURING THIS PERIOD*

**III. OUTREACH INITIATIVES**

1. In 2013, KALW launched its Audio Academy: a tuition-free, nine-month-long training program open to the community and aimed at building skills in journalism and audio storytelling. Fellows learn journalism and broadcasting skills, including writing for audio broadcast, voicing, writing and performing live newscasts, pitching stories, critically analyzing the media, public speaking, reporting stories, producing interviews, sound engineering, working with a team, and basic on-air studio production. Outreach publicizing the Audio Academy specifically targets organizations and educational institutions serving youth, women, and people of color: The Asian American Journalists Association, Bay Area Black Journalists Association, Youth Radio, OutLoud Radio, the Renaissance Journalism Center at SF State University, Maynard Institute, Ella Baker Center, New America Media, City College of San Francisco Journalism and Broadcasting Departments, Youth Speaks, Women & Gender Studies Department at SF State University, Youth Speaks, National Association of Hispanic Journalists, CSU East Bay Communications Department, Women's Audio Mission, and Urban Knights Radio at the Academy of Arts University. In addition, KALW makes use of social media spaces, list serves, and online forums to publicize this program, including Radiogines and the People of Color in Public Radio Facebook page.

The result has been a diverse applicant pool, and a diverse group of fellows selected to participate. The class of 8 which graduated from the program in June 2019 included 5 women and 7 people of color. Many people who have completed our Audio Academy in previous years, including the most recent one, have moved into full time work as audio journalists throughout the United States.

2. Every summer since 2009, KALW has hosted interns from the Academies of Information Technology in San Francisco's public high schools. We are currently hosting 5 interns in our 6-week summer high school podcast institute, and in the current cohort, 3 are Asian American and 1 is Latino. We also worked in three high schools from December 2018 to April 2019, hosting week-long workshops within the Academies and serving approximately 130 students altogether during this period. During the on-site workshops, we showcase the work done by professionals in the audio journalism field, illuminating possible career paths. We train students on how to write and be edited, to speak publicly, to use audio recording equipment properly and to constructively evaluate and improve their work. The diversity makeup of these classes reflected the [demographics](#) of the

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district, which is about 35% Asian American, 27% Latino, 7% African American, 29% English Language Learners and 55% socioeconomically disadvantaged. Altogether, our professional instructors worked with students no fewer than 33 days during the reporting period, directly describing and demonstrating the work that goes into broadcast journalism, and leading hands-on training programs that result in stories that will be broadcast on KALW or hosted on KALW.org. Specifically, all four on-site school workshops culminated with discussions of and invitations to participate in KALW's summer high school podcast institute, which provides an outstanding foundation for developing a career in broadcasting.

3. KALW has partnered with Oakland Voices, a project of the Maynard Institute of Journalism Education, to provide audio journalism training for community reporters in East Oakland. We provide intensive training, showcasing the different elements of professional audio journalism, including media criticism, pitching stories, researching, working with a producer, reporting, writing, working with an editor and voicing a story, all of which expose participants to pathways to career opportunities in broadcasting. During the reporting period, KALW worked with 8 Oakland Voices trainees, 3 of them women and 4 of them people of color. During the past 5 years, groups of Oakland Voices participants, in partnership with KALW, have received multiple reporting awards from the Society of Professional Journalists Northern California chapter.
4. We have established an audio journalism training program for prisoners at San Quentin State Prison which enables them to tell stories of prison life which are then aired on KALW. This is now a formalized, certificated program, and all trainees during this annual period are men of color. In May 2018, we extended our certificated audio journalism training programs to Solano State Prison in Vacaville, California. Seven men, four of them men of color, have participated in the program, and they have produced 41 audio pieces telling their stories along with those of other incarcerated men.
5. Each summer since 2004, KALW has run a news trainee program, in which adults of diverse age, gender identities, and races/ethnicities learn skills in audio journalism using a similar, but truncated, curriculum to our Audio Academy. For summer 2019, we have 11 news trainees, including 6 women, 1 Latina American, 1 Latino American, and 2 Asian Americans. Many people who have completed our summer training program in previous years have moved into full time work as audio journalists throughout the United States.