

EEO Public File Report

WNET

Licensed television stations: **WNET**
 WLIW
 WMBQ
 WNDT

Licensed radio station: **WLIW-FM**
 WEER - joined employment unit 10/10/23

Report Term: January 23, 2023 - January 22, 2024

Vacancies/Sources Utilized

The following is a list of vacancies filled during the Report Term and recruitment sources utilized to fill each vacancy. The first recruitment source listed referred the candidate hired for the position. Contact information for each recruitment source is provided in Attachments A and B.

Recruitment sources listed under Broadbean/CareerBuilder include Diversity Partner Network sites, State One Stops and Community based organizations and Community Outreach organizations.

The full time vacancies marked with (‡) were filled to provide services to the New Jersey Public Broadcasting Authority television stations (WNJN, Montclair, NJ; WNJT, Trenton, NJ; WNJS, Camden, NJ; and WNJB, New Brunswick, NJ) pursuant to a Programming and Services Agreement.

Job Title	Source	
Development Associate Individual Giving	Employee Referral	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B African American Development Officers (AADO) Network LinkedIn WNET Website NJTV Website Indeed.com
Senior Coordinator Gift Processing	Recruitment Agency>TalentHub	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B African American Development Officers (AADO) Network The HBCU Career Center Idealist New York Foundation for the Arts Job Board WNET Website NJTV Website Indeed.com TalentHub
Director, Development Operations	LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website

		<p>Indeed.com The HBCU Career Center Idealist LinkedIn New York Foundation for the Arts Job Board</p>
Gift Processing / Revenue Management Specialist	Job Boards>Other	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Foundation List Idealist African American Development Officers (AADO) Network Emma Bowen Foundation New York Foundation for the Arts Job Board</p>
Representative Member & Viewer Relations	WNET Website	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com The HBCU Career Center</p>
Associate Director, Human Resources, Benefits & Compliance	Job Boards > Other	<p>Community Organizations - Attachment A</p> <p>Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn National Black MBA New York Foundation for the Arts Job Board Society for Human Resource Management Idealist</p>
Human Resources Specialist, Talent Management	Job Boards > Other	<p>Community Organizations - Attachment A</p> <p>Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn National Black MBA New York Foundation for the Arts Job Board Society for Human Resource Management Idealist</p>

Associate Director, Integrated Media Sales	Direct Source -> Employee Referral	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn
Digital Marketing & Fundrasing Associate	Job Boards - LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com Idealist Media Bistro LinkedIn
Staff Accountant	Recruiting Agencies -> RobertHalf	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn RobertHalf
Senior Specialist, Talent & Workforce Planning	Job Boards -> LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com The HBCU Career Center New York Foundation for the Arts Job Board LinkedIn
Specialist, Institutional Marketing	Internal -> Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com
Human Resources Specialist, Benefits & Compliance	Internal -> Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn
Associate Director, Integrated Media Operations	Job Boards -> LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website

Senior Social Media Editor, All Arts	Internal -> Internal Employee	<p>NJTV Website Indeed.com LinkedIn</p> <p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com Idealist LinkedIn</p>
Senior Coordinator, Audience Engagement	Job Boards -> LinkedIn	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com Idealist LinkedIn Idealist New York Foundation for the Arts Job Board LinkedIn</p>
Social Media Lead	Internal -> Internal Employee	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com MediaBistro LinkedIn</p>
Associate Director, Community Engagement	Internal -> Internal Employee	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com The HBCU Career Center New York Foundation for the Arts Job Board</p>
Multimedia Associate Producer, Amanpour & Co	Internal -> Internal Employee	<p>Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn</p>

‡ New Jersey Public Broadcasting Authority

Associate Director, Production & Studio Operations, NJ PBS Internal > Internal Employee

Community Organizations - Attachment A

Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com

Development Associate, NJ PBS

Job Boards>Other

Community Organizations - Attachment A
Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com
LinkedIn
Foundation List

Associate Graphics Designer, NJ PBS

Internal Promotion

Community Organizations - Attachment A
Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com
Entertainment Careers
The HBCU Career Center
Media Bistro
NAHJ

Associate Producer NJ PBS

Industry Association Job Board

Community Organizations - Attachment A
Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com
Native American Journalist Association
Asian American Journalist Association
Entertainment Careers
The HBCU Career Center
Journalism Jobs
National Association of Black Journalists

News Media Specialist

Job Boards -> Other

Community Organizations - Attachment A
Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com
Entertainment Careers
The HBCU Career Center
Media Bistro

News Media Specialist

Internal -> Internal Employee

Community Organizations - Attachment A

Broadbean Diversity Distribution Network - Attachment B
WNET Website
NJTV Website
Indeed.com
Media Bistro

Attachment A Community Organizations

Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080(c)(1)(ii)

		Number of interviewees referred
Asian American Federation of New York 120 Wall Street, 3 rd Floor New York, NY 10005	Winnie Li Winnie.li@aafederation.org 212.344.5878	0
Common Point Queens 77-17 Queens Blvd Elmhurst Elmhurst, NY 11373	Marjolene Mahautiere Job Developer mmahautiere@commonpointqueens.org 908-460-9297	0
Church Avenue Merchants Block Association (CAMBA) 2244 Church Avenue, Brooklyn, NY 11226	Jake Swinford; jakes@camba.org Keiko Tamura; keikot@camba.org	0
Center for Independence of the Disabled 841 Broadway, #301 New York, NY 10003	Susan Dooha sdooha@cidny.org Susan McLennon-Wier smclennonwier@cidny.org	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist fmikulka@goodwillny.org	0
Helen Keller Services for the Blind 57 Willoughby Street Brooklyn, NY 11201	Jane Smith jsmith@helenkeller.org 718.522.2122	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director mcolon@hispanicfederation.org P: 212.233.8955	0
Job Path 256 West 38 th Street New York, NY 10018	Tim Garrigan Director, Job Development & Placement tgarrigan@jobpathnyc.org 212.944.0564 ext 214	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership Arin@nlgia.org	0
National Urban League 80 Pine Street New York, NY 10005	Dale Johnson Dir Operations & Acquisitions djohnson@nul.org 212-558-5300	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Alyssa Ward Program Manager award@nyul.org 212-926-8000 Ext 122	0
The 100 Black Men of NY 105 East 22 nd Street, Suite 911 New York, NY 10010	Executive Director, Courtney Bennett Courtney.Bennett@ohbm.org Executive Assistant, Dina L Gardner DLGardner@ohbm.org Jomo Bellard, Senior Strategist jomo@ohbm.org	0

<p>Per Scholas 804 E 138th Street, @2 Bronx, NY 10454</p>	<p>Plinio Ayala 718 991 8400 payala@perscholas.org</p>	<p>0</p>
<p>Vocational & Educational Services for Individuals with Disabilities 116 West 32nd Street New York, NY 10001</p>	<p>Cherise Davis, cherise.davis@nysed.gov Felicia Hang-Chou, felicia.hang-chou@nysed.gov Kseniya Palishchuk, Kseniya.palishchuk@nysed.gov Nicole Dais-Lewis, Nicole.dais-lewis@nysed.gov</p>	<p>0</p>

ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 186 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

RECRUITMENT SOURCE		Number of interviewees referred
African American Development Officers Network	aadevofficers@aol.com 888 646 8166	0
Asian American Journalists Association 5 Third Street, Ste 1108 San Francisco, CA 94103	415.346.2051 national@aaja.org	0
Broadbean/Career Builder 19800 MacArthur Blvd. #800 Irvine, CA 92612	Mohamad Fattah Customer Success Manager 862.763.2449 mfattah@veritone.com www.broadbean.com	0
Broadbean/Career Builder - State One-Stops and Community Based Organizations	Mohamad Fattah Customer Success Manager 862,763.2449 mfattah@veritone.com www.broadbean.com	0
Broadbean/Career Builder <u>Which redistributes vacancy notices to:</u> Hispanic Job Exchange LGBT Job Search US Diversity Job Search African American Job Search Asian Job Search Disabled Person Job Opportunity for Disabled American Veterans (JOFDAV) Disabled Job Seekers Seniors to Work US Diversity Job Search Veteran Job Center	Mohamad Fattah Customer Success Manager 862,763.2449 mfattah@veritone.com www.broadbean.com	0
Career Fairs: Columbia University Graduate School of Journalism Career Fair National Association of Black Journalists Conference & Career Fair Current Public Media Career Fair Sistas In Sales Expo & Job Summit		4
Eckerd Connects Workforce Development, Career Connections 89-31 161 st Street Jamaica, NY 11432	www.eckerd.org Marjolene Mahautiere Workforce Development Specialist P: 929-335-0246 mmahautiere@eckerd.org	0
Emma Bowen Foundation 1121 Avenue of Americas, 28 th Fl New York, NY	212-664-3773 www.Emmabowenfoundation.com/jobs Michael Barham, VP, Programs Michael.barham@nbcuni.com	0
Entertainment Careers 914 S. Barrington Avenue.	Brad Hall PH: (310) 422.0200	0

Los Angeles, CA 90049	www.entertainmentcareers.net/employers/submit.asp	
Employee Referral		14
Foundation List	https://www.foundationlist.org/jobs/employer/register/	
Former Employee		0
Former Intern		0
Glass Door Glassdoor.com	415.944.6939	5
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	gwashington@goodwillny.org	0
Historical Black Colleges & Universities Career Center (HBCU)	www.thehbcucareercenter.com	0
HueYouKnow Los Angeles, CA	www.hueyouknow.com	0
Idealist.com Action Without Borders, Inc. 360 West 31 st Street, Suite 1510 New York, NY 10001	PH: (212) 843.3973 Fax: (212) 564.3377 www.idealist.org	4
Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	www.indeed.com Dylan Arcelli, Account Manager PH: 203.653.7981 darcelli@indeed.com	7
Internal Employee		13
Job Boards>Other/not specified		26
Job Boards>Industry Association (unnamed)		3
LinkedIn Mountain View, CA	P: 650-687-3600 www.Linkedin.com	69
Media Bistro 494 Broadway, 4 th Floor New York, NY 10012	P: (212) 929.2588 Nancy Hwang nancy@mediabistro.com	1
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	202.429.5300 www.nab.org	0
National Association of Hispanic Journalists 1050 Connecticut Avenue, NW Washington, DC 20036	Kevin Olivas, Recruitment Manager PH: 202.662.7145 kolivas@nahj.org	0
National Black MBA 400 West Peachtree Street NW, S 203 Atlanta, GA 30308	Nbmbaa.org 404.260.5444	0
Native American Journalist Association	https://indigenousjournalists.org/jobs/post-a-job/	
Networking/Referrals		0
New Jersey Department of Labor	609.984.9414	0

1 John Fitch Plz Trenton, NJ 08611	workforce@dol.nj.gov	
New York Association of Black Journalists 2214 Frederick Douglas Blvd New York, NY 10026	www.nyabj.org Errol Cockfield, Chapter President	0
New York Foundation for the Arts 20 Jay Street, 7 th Floor Brooklyn, NY 11201	PH: 212.366.6900 www.nyfa.org	3
New York State Department of Labor Building 12, W.A Harriman Campus Albany, NY 12240	518.457.9000 www.labor.ny.gov	0
New York State Dept. of Labor Business Services 75 Varick Street – 7 th floor New York, NY 10013	Barbara Listefski Business Service Representative Barbara.listefski@labor.ny.gov 212 775 3762	0
NJTV Gateway 2 283-299 Market Street Newark, NJ 07102	www.NJTVonline.org	0
Robert Half and Associates 125 Park Avenue New York, NY 10017	www.roberthalf.com 646.733.4529	5
Talent Hub 220 E. 42 nd Street New York, NY 10017	Pat Christopher, President 646.682.9292	13
Society for Human Resource Management (SHRM)	https://jobs.shrm.org/	
WNET – Website 825 Eighth Avenue New York, NY 10019	P: (212) 560.1313 www.wnet.org	19

Attachment C - Supplemental Recruitment Initiatives

WNET

January 23, 2023 – January 22, 2024

During the Report Term, WNET engaged in the following supplemental recruitment initiatives:

1. Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions.
 - a. **Columbia University's Graduate School of Journalism Career Expo:** March 27th, 2023; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
 - b. **Current Public Media Career Fair:** March 30th, 2023; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
 - c. **National Association of Black Journalists Convention & Career Fair:** August 2-5th, 2023; attended by a representative from WNET's Diversity, Equity and Inclusion team.
 - d. **Sistas In Sales Expo & Job Summit:** September 21, 2023; attended by a representative from WNET's Diversity, Equity and Inclusion team.
2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:
 - a. In the fall of 2023, WNET launched the Ideation Academy, a Fellowship program with the focus on empowering Black, Indigenous, and People of Color (BIPOC) employees to build skills in production and programming, opening doors to diverse career opportunities. The Fellowship is designed to provide customized learning experiences that encompass all aspects of production, promotion, funding, audience engagement.

In December, two Fellows were selected to be trained in creating audience-driven, multiplatform content. The Fellowship is scheduled to take place over nine months.
 - b. In the summer of 2023, WNET hosted four law school students in unpaid internships. Unlike traditional undergraduate internships, law students may choose to take unpaid legal internships at nonprofits as a means of fulfilling professional and educational requirements associated with the law school.
3. Participation in the following diversity programs, webinars, programming and association conferences and events:
 - a. CAMBA; July 7, 2023: a WNET Human Resources Representative met with a CAMBA Associate to discuss employment opportunities for CAMBA constituents. CAMBA provides training, social services, housing and workforce development opportunities for New York City residents.

Per Scholas; March 6, 2023: a Lunch & Learn program for Per Scholas members was presented by a representative from WNET's Human Resources team on Interview Preparedness. This was a virtual session where WNET's HR Representative presented information surrounding interview best practices for candidates. The presentation

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WNET

January 23, 2023 – January 22, 2024

covered the following topics: Preparing for the Interview, STAR Interview Method and key information to include in responses, How to Prepare for a Phone Interview and How to Prepare for a Virtual Interview.

Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities.

4. Employee training programs

- a. To further enhance its commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete two courses with DEI content: *Preventing Discrimination and Harassment*, and *Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses are added as appropriate.
 - *Code of Conduct* training and *Preventing Discrimination and Harassment* are required annually for all staff.
 - All employees are required to complete *Preventing Discrimination and Harassment* training online/interactive. The manager version of training includes sections on the manager's role and responsibilities as a supervisory employee, standards of liability, responding to complaints, and documenting employee actions.
- b. During the 2023 – 2024 report period, Associate Directors and Supervisors were required to complete *Leading with a Growth Mindset* course, a virtual course delivered via LinkedIn Learning. The course addresses the skills and techniques necessary to help build a growth mindset to improve communication, develop other members of a manager's team, and build a culture of trust.
- c. In the spring and fall of 2023, Senior Directors and Directors participated in the *Growth Management Development Program* facilitated by DeEtta Jones and Associates. Over the course of 10 weeks, participants were introduced to inclusive and practical tools for maximizing workforce performance and exceptional leadership. Weekly Community Engagement sessions with course facilitators provided opportunities for community building and discussion and weekly coaching calls supported group learning and practice. The program covered topics including how to effectively work in teams, and how to provide effective feedback and organizational strategy, all rooted in principles of equity, diversity and inclusion.
- d. The WNET Group's Senior Leadership is participating in *Inclusive Leadership* training beginning January 11, 2024. Senior leaders are participating in facilitated sessions covering issues facing today's leaders, all through the lens of equity, diversity, and inclusion. The

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overall goal is for WNET senior leaders to develop a shared understanding of leading an inclusive organization.