

Annual EEO Public File Report
WGBH Educational Foundation
November 18, 2019 – November 18, 2020

This Annual EEO Public File Report lists all full-time vacancies filled during the reporting period for the employment unit (sometimes referred to as “GBH” or “WGBH”) comprised of the following Massachusetts stations:

WGBH-TV (Boston)	WCAI(FM) (Woods Hole)
WGBX-TV (Boston)	WNAN(FM) (Nantucket)
WGBH(FM) (Boston)	WFXZ (CD) (Boston)
WCRB(FM) (Lowell)	WZAI(FM) (Brewster)

All open full-time positions were listed on the station’s website.

Notices for all open full-time positions were sent to each of the organizations listed in Appendix C.

In addition, notices of all full-time job openings are automatically posted at www.indeed.com, LinkedIn.com and Glassdoor.com (web-based job aggregators), and were sent to any local organization or agency requesting to receive notices.

The employment unit uses the resources of eQuest to further disseminate information about job openings. Every open job posting is listed with eQuest, which then sends these listings to community organizations within a 50-mile radius of the position location. (See Appendix C-1 for illustrative sample of organizations). eQuest also sends these job listings to over 40 affinity professional organization and state employment job boards. (See Appendix C-2 for illustrative sample of governmental and organizational job boards and web sites).

Additional advertisements or notices used for particular position openings are listed in the Recruitment Report (Appendix A).

Appendices:

Appendix A: Recruitment Report listing all full-time positions that were filled during the current reporting period, including recruitment sources in addition to those listed above.

Appendix B: A summary of the Supplemental Outreach initiatives undertaken by the employment unit in the current reporting period.

Appendix C: Recruitment Source List. Each organization listed in Appendices C-1 and C-2 receives notice of all full-time openings.

Appendix A Recruitment Source List for Hires

Job Requisition ID	Job Posting Title	Job Requisition Fill Date	Phone Interview	1st Interview	2d Interview	Hire Source	Sources for all Interviewees	Job Postings Used in Addition to those listed in Appendix C
JOB_REQ-04175	Outreach Specialist for Frontline	3/30/20	4	2	1	Direct Source -> Employee/Former Employee Referral;	Direct Source -> Employee/Former Employee Referral; Social Network -> Indeed; Social Network -> LinkedIn	
R000066	Building Service Technician, Electrician	12/16/19	6	3		Direct Source -> Employee/Former Employee Referral	Direct Source -> Employee/Former Employee Referral	JournalismJobs, Smashing Magazine, Stack Overflow, Authentic Jobs, Blacks in Technology, ONA, IRE, JournalismNext, MediaBistro
R000178	Senior Developer for Frontline	11/18/19	1	1		Social Network -> Indeed	Social Network -> Indeed	
R000252	Senior HRIS Analyst	12/30/19	8	2	1	Social Network -> Indeed	Social Network -> Indeed, Social Network -> Glassdoor, Social Network -> LinkedIn	Nehra, SHRM
R000292	Director of Social Studies Education	12/9/19	7	2		Social Network -> LinkedIn	Social Network -> LinkedIn, Websites -> WGBH.org, Websites -> WGBH.org, Other -> Other, Social Network -> LinkedIn, Direct Source -> Current Employee	
R000320	Pre-Award Specialist	11/25/19	3	1		Websites -> WGBH.org Direct Source -> Employee/Former Employee		Bentley College, Northeastern University
R000399	Project Manager	11/18/19	5	3	1	Referral	Direct Source -> Current Employee	
R000412	Podcast Producer for Frontline	3/9/20	3	3		Social Network -> LinkedIn Direct Source -> Employee/Former Employee	Direct Source -> Current Employee Direct Source -> Employee/Former Employee	thepartnership.org
R000440	Marketing Manager for American Experience	11/18/19	5	2		Referral Direct Source -> Employee/Former Employee	Referral	
R000454	Environment Producer for The World	1/6/20	2	3		Referral	Websites -> WGBH.org Direct Source -> Employee/Former Employee	
R000469	Development Associate for Special Events	11/25/19	5	1		Social Network -> LinkedIn Direct Source -> Employee/Former Employee	Referral	
R000470	World Reporter	12/2/19	1	1		Referral	Direct Source -> Current Employee	
R000473	Caption Technician for the Media Access Group/Boston	12/9/19	5	3		Websites -> WGBH.org	Other -> Other Direct Source -> Employee/Former Employee	
R000489	Digital Editor for Frontline	9/8/20	26	14	2	Social Network -> Twitter Direct Source -> Employee/Former Employee	Referral Direct Source -> Employee/Former Employee	
R000491	Digital Associate Producer for Antiques Roadshow	12/2/19	5	1		Referral	Referral	
R000492	Worcester Reporter	8/3/20	10	3	1	Other -> Other	Other -> Other	
R000500	Development Assistant for Development Operations	12/9/19	4	2	1	Websites -> WGBH.org	Direct Source -> Current Employee	
R000501	Special Projects Assistant, Marketing for American Experience	1/21/20	7	6		Social Network -> LinkedIn	Direct Source -> Current Employee	
R000503	Executive Assistant/Research Analyst supporting COO	3/2/20	14	8	1	Direct Source -> Recruiter	Direct Source -> Current Employee	https://ricegortonpictures.com/list-job/, Current, PMBA, Mass Production Group (handed out fliers at event held at WGBH), Emerson and Berklee College of Music
R000505	Business Manager	6/1/20	7	7	2	Social Network -> Indeed	Direct Source -> Employee/Former Employee Referral	
R000521	World Reporter	1/13/20	1	1		Direct Source -> Recruiter	Direct Source -> Current Employee	
R000523	Fundraising Projects Coordinator	12/16/19	6	3		Social Network -> Indeed	Direct Source -> Current Employee	
R000524	Editor for WGBH News - Television	12/9/19	2	3		Websites -> WGBH.org Direct Source -> Employee/Former Employee	Direct Source -> Current Employee	
R000538	Building Service Technician	1/6/20	1	1		Referral	Other -> Other	
R000548	Accounts Payable Manager	12/16/19	3	1	1	Social Network -> Indeed	Direct Source -> Current Employee	
R000549	Design Squad Latinx Content Manager	11/2/20	5	5	2	Websites -> WGBH.org	Websites -> WGBH.org	thepartnershipinc.org

Appendix A
Recruitment Source List for Hires

Job Requisition ID	Job Posting Title	Job Requisition Fill Date	Phone Interview	1st Interview	2d Interview	Hire Source	Sources for all Interviewees	Job Postings Used in Addition to those listed in Appendix C
R000553	Payroll and Reconciliation Specialist Post-Award Specialist for Production Finance and Grants	11/18/19	1	1		Direct Source -> Recruiter	Direct Source -> Current Employee	
R000602	Management	12/16/19	1	1		Other -> Other	Direct Source -> Current Employee Direct Source -> Employee/Former Employee	
R000605	Research Analyst	4/13/20	10	3	1	Social Network -> LinkedIn Direct Source -> Employee/Former Employee	Referral	
R000609	Digital Production Assistant for NOVA	11/18/19	1	1		Referral Direct Source -> Employee/Former Employee	Other -> Other Direct Source -> Employee/Former Employee	
R000613	Civic Science Fellow	2/3/20	4	4		Referral	Referral Social Network -> LinkedIn, Websites -> WGBH.org,	Idealist.org
R000615	Product Manager for Digital Services	3/23/20	7	6	1	Social Network -> LinkedIn	Social Network -> Glassdoor Social Network -> LinkedIn, Social Network ->	
R000619	Project Manager for Information Technology	3/16/20	7	2	1	Social Network -> LinkedIn	Indeed	
R000624	FRONTLINE/Newmark Journalism School Fellowship	2/3/20	1			Websites -> WGBH.org	Websites -> WGBH.org	
R000625	Senior Development Associate for Foundation Development	1/27/20		1		Direct Source -> Current Employee	Direct Source -> Current Employee	
R000626	World Radio Editor/Reporter	1/6/20	1	1		Other -> Other	Direct Source -> Current Employee Direct Source -> Employee/Former Employee	
R000627	Royalty Assistant	2/10/20	5	5	1	Websites -> WGBH.org Direct Source -> Employee/Former Employee	Referral Direct Source -> Employee/Former Employee	
R000644	NOVA Labs Content Producer	1/21/20	1	1		Referral	Referral	
R000646	Development Associate for Major Gifts	2/10/20	5	5	1	Social Network -> LinkedIn	Direct Source -> Current Employee	
R000660	Technology Operations Supervisor	4/6/20	1	1		Direct Source -> Current Employee	Other -> Other Direct Source -> Employee/Former Employee	
R000664	Assistant Editor	1/13/20	1	1		Direct Source -> Recruiter Direct Source -> Employee/Former Employee	Referral Direct Source -> Employee/Former Employee	
R000668	Reporter for WGBH News	8/17/20	3	3	2	Referral Direct Source -> Employee/Former Employee	Referral	
R000670	Digital Editor for NOVA	4/21/20	1	1		Referral	Other -> Other	
R000673	Account Executive	12/20/19	1	1		Other -> Other	Direct Source -> Current Employee	
R000683	Associate Producer for Frontline	12/9/19		1		Direct Source -> Current Employee Direct Source -> Employee/Former Employee	Direct Source -> Current Employee	
R000688	Building Service Technician	2/3/20	1	1		Referral	Direct Source -> Current Employee Social Network -> Indeed, Social Network -> LinkedIn, Websites -> WGBH.org, Direct Source ->	
R000704	PMM - Digital Distribution Support Specialist	4/13/20	4	3		Social Network -> Indeed	Employee/Former Employee Referral	
R000711	Radio Reporter/Announcer	2/3/20		1		Websites -> WGBH.org	Websites -> WGBH.org	
R000712	Frontline/Columbia School of Journalism Fellow	9/8/20	3	3		Other -> Other	Other -> Other Websites -> WGBH.org, Social Network -> Indeed, Direct Source -> Employee/Former Employee	
R000716	Associate Digital Designer for Digital Services	4/21/20	3	2	1	Websites -> WGBH.org	Referral	
R000720	Repository & Metadata Systems Manager	3/2/20	2	1		Social Network -> Indeed	Social Network -> Indeed	
R000736	Associate Producer	3/9/20		1		Direct Source -> Current Employee	Direct Source -> Current Employee Social Network -> Glassdoor, Social Network ->	
R000744	Senior Project Manager	5/18/20	5	2	1	Social Network -> Glassdoor	Indeed, Social Network -> LinkedIn	
R000746	Associate Designer	5/18/20	4	2	1	Social Network -> Indeed	Social Network -> Indeed, Other -> Other	

Appendix A Recruitment Source List for Hires

Job Requisition ID	Job Posting Title	Job Requisition Fill Date	Phone Interview	1st Interview	2d Interview	Hire Source	Sources for all Interviewees	Job Postings Used in Addition to those listed in Appendix C
R000760	Caption Writer	2/3/20	1	1		Direct Source -> Employee/Former Employee	Direct Source -> Employee/Former Employee	
R000764	Compensation Analyst	5/18/20	1	1	1	Referral	Referral	
R000771	Development Assistant for Major Gifts	5/11/20	5	3	1	Social Network -> Indeed	Social Network -> Indeed	Getkonnected.org and thepartnershipinc.org
R000773	Administrative Assistant for Frontline	4/13/20	1	1		Social Network -> LinkedIn, Job Fair -> Job Fair,	Social Network -> LinkedIn, Job Fair -> Job Fair,	
R000780	Assistant Editor, Digital for Frontline	7/6/20	3			Social Network -> Indeed, Websites -> WGBH.org	Social Network -> Indeed, Websites -> WGBH.org	
R000810	Senior Foundation Development Officer	10/1/20	7	2	1	Direct Source -> Recruiter	Direct Source -> Recruiter	
R000812	Front End Developer	4/27/20	1	1		Social Network -> Glassdoor	Social Network -> Glassdoor, Social Network ->	
R000817	Frontline/Columbia School of Journalism Fellow	3/30/20	1	1		Referral	Indeed, Direct Source -> Current Employee	
R000820	Assignment Editor for The World	3/30/20		1		Social Network -> LinkedIn	Social Network -> LinkedIn, Other -> Other	
R000822	Accounts Payable Analyst	6/8/20	4	2		Direct Source -> Employee/Former Employee	Direct Source -> Employee/Former Employee	
R000823	Contract Manager	8/3/20	3	3	1	Referral	Referral	
R000826	Radio Producer for The World	3/16/20		1		Social Network -> Glassdoor	Direct Source -> Employee/Former Employee	
R000827	Producer for Molly of Denali	5/26/20	2	1	1	Referral	Referral	
R000833	Executive Producer	8/31/20	1	1		Direct Source -> Employee/Former Employee	Direct Source -> Employee/Former Employee	
R000843	Audience Engagement Editor for Frontline	10/13/20	18	13	1	Referral	Referral	
R000846	Revenue Manager	4/27/20	1	1		Social Network -> LinkedIn	Social Network -> LinkedIn, Direct Source ->	Corporation for Public Broadcasting, Journalismnext.com, The Partnership.org
R000852	Digital Associate Producer - Keep It Social	4/27/20		1		Direct Source -> Employee/Former Employee	Employee/Former Employee Referral, Direct Source ->	
R000853	Digital Production Assistant - Keep It Social	4/27/20		1		Direct Source -> Current Employee	> Current Employee, Websites -> WGBH.org, Social	
R000856	NOVA Education Digital Editor	9/8/20	1	1		Social Network -> LinkedIn	Network -> Twitter, Other -> Other	
R000859	NOVA Science Studio Digital Producer	8/3/20	1	1		Social Network -> LinkedIn	Direct Source -> Employee/Former Employee	
R000863	Senior Digital Producer	4/27/20		1		Referral	Referral	
R000875	Post-Production Assistant Editor for Frontline	5/25/20		1		Direct Source -> Current Employee	Direct Source -> Current Employee	
R000878	Contract Manager	5/25/20		1		Direct Source -> Current Employee	Direct Source -> Current Employee	
R000903	General Manager, News	6/22/20		1		Direct Source -> Current Employee	Direct Source -> Current Employee	
R000906	Production Assistant for Frontline	11/6/20	9	4	3	Direct Source -> Employee/Former Employee	Direct Source -> Employee/Former Employee	
R000918	Web Developer	7/20/20		1		Referral	Referral, Social Network -> LinkedIn, Websites ->	
						WGBH.org, Direct Source -> Employee/Former	Employee Referral	
						Direct Source -> Current Employee	Direct Source -> Current Employee	

**Appendix A
Recruitment Source List for Hires**

Job Requisition ID	Job Posting Title	Job Requisition Fill Date	Phone Interview	1st Interview	2d Interview	Hire Source	Sources for all Interviewees	Job Postings Used in Addition to those listed in Appendix C
R000921	Radio Producer for The World	7/20/20		1		Direct Source -> Employee/Former Employee Referral	Direct Source -> Employee/Former Employee Referral	
R000922	Director of Acquisitions and Distribution Strategies	9/28/20	4	4	1	Referral	Other -> Other Social Network -> LinkedIn, Other -> Other, Direct	
R000923	Director of Audience Development for World Channel	8/24/20	3	3	1	Social Network -> LinkedIn Direct Source -> Employee/Former Employee	Source -> Employee/Former Employee Referral Direct Source -> Employee/Former Employee	
R000927	Assistant Account Executive	8/17/20	1	1		Referral Direct Source -> Employee/Former Employee	Referral Direct Source -> Employee/Former Employee	
R000937	Filmmaker-in-Residence	8/3/20	1	1		Referral	Referral Direct Source -> Recruiter, Social Network -> Twitter, Direct Source -> Employee/Former	
R000949	World Radio Producer	11/16/20	12	4		Other -> Other	Employee Referral, Other -> Other, Social Network -> Indeed, Social Network -> LinkedIn Other -> Other, Direct Source -> Employee/Former	Current.org, Corporation for Public Broadcasting, Journalismnet.com
R000951	Assistant Editor for Antiques Roadshow	10/5/20	5	5		Other -> Other	Employee Referral, Social Network -> Indeed	
R000952	World Radio Producer	9/14/20	6	5		Websites -> WGBH.org	Websites -> WGBH.org, Other -> Other Other -> Other, Direct Source -> Employee/Former	Handshake
R001010	Studio Production Manager	11/6/20	9	4		Other -> Other Direct Source -> Employee/Former Employee	Employee Referral, Social Network -> Indeed Direct Source -> Employee/Former Employee	
R001015	Radio Production Assistant	9/21/20	1	1		Referral	Referral	

Appendix B
 Supplemental Outreach Activities
 WGBH Educational Foundation
 November 18, 2019 – November 18, 2020

During the current reporting period, WGBH engaged in the following Supplemental Outreach Activities as part of its continuing efforts to create and maintain a diverse workforce providing educational programming to its communities of license and nationwide.

1. Participation in Job Fairs

Date Attended	University/College/Organization	Career Fair	Internship Expo	Networking Event	WGBH Representative
7/15/2020	Emma Bowen Virtual Job Fair	Yes	Yes	Yes	Susan Guinan and Marybeth Boucher
8/5/2020 -8/7/2020	NABJ/NAHJ Virtual Job Fair	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
8/12/2020-8/15/2020	AAJA Virtual Career Fair	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
9/9/2020	Boston Globe Virtual Job Fair	Yes	No	Yes	Alyssa Mullen-Zidik
10/24/2020	NLGJA Virtual Job Fair	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik

2. Internship Programs

The employment unit hosts interns for the fall, spring, and summer semesters. Internships are short-term work experiences that allow students to observe and participate in a professional work environment and explore how their interests relate to possible careers in media. The internship program provides important learning opportunities that can help students make informed decisions about their career path. Interns have the opportunity to:

- Get an inside view of a major media organization and learn about the culture at GBH
- Gain valuable and practical skills and knowledge
- Make professional connections in media to enhance their network
- Get experience in media that enables students to make career transitions

As indicated in Appendix A (Recruitment Report), a number of open full-time positions were filled by individuals who had been or were interns.

The total number of GBH interns for the reporting period of November 18, 2019 to November 18, 2020 was 142 (including two Emma Bowen interns and 2 Aspire interns).

Beginning September 2020 and continuing on an ongoing bases, all interns receive paid compensation in order to attract qualified candidates who cannot afford to accept unpaid positions.

3. Training Programs for Station Personnel

Linkedin Learning Self-Directed Online Trainings

During the reporting period, 66 employees logged into this site 80 times to the LinkedIn learning system. They viewed 4,875 videos (269 hours of content) and completed courses 204 courses.

Human Resources Lead Virtual Trainings

Management training was conducted around delivering feedback, coaching for employee success and goal setting, delivered virtually by the GBH Human Resources team.

The employment unit launched a virtual adaptive management series, focusing on adapting management practices to a remote work environment. Training sessions include recognition while remote, managing through challenging times and leading through challenge.

4. Participation in Career Events Sponsored by Educational Institutions

Date Attended	University/College/Organization	Career Fair?	Internship Expo?	Networking Event?	WGBH Representatives
1/10/2020	Boston College Endeavor Event	No	No	Yes	Marybeth Boucher, Alicia Gonser, Stephanie Saltzman; Mabella Barnor Bob Kempf
1/23/2020	Harvard College Trek	No	No	Yes	Marybeth Boucher, Ralph Bouquet, Lorena Lyons, Jeff Keating, April Wang, Christine Casatelli
2/5/2020	Boston University College of Communications Job Fair	Yes	Yes	No	Marybeth Boucher
2/23/2020	Boston University Journalism Panel	No	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
2/28/2020	MassArt Internship Fair	Yes	Yes	No	Marybeth Boucher and Christian Ortiz
3/28/2020	Columbia Graduate School of Journalism Career Expo - Virtual	Yes	No	Yes	Alyssa Mullen-Zidik
4/16/2020	Simmons Leadership Conference - Virtual	No	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
5/1/2020	Harvard Social Impact Event - Virtual	Yes	Yes	Yes	Marybeth Boucher
9/2/2020	Carnegie Mellon University Public Service Fair - Virtual	Yes	Yes	Yes	Susan Guinan and Marybeth Boucher
9/16/2020	Howard University Career Fair - Virtual	Yes	Yes	Yes	Susan Guinan and Marybeth Boucher
9/16/2020	Emerson Internship Fair - Virtual	Yes	Yes	Yes	Alyssa Mullen-Zidik
9/17/2020	Boston College Career Fair - Virtual	Yes	Yes	Yes	Marybeth Boucher
9/18/2020	AUCC Career Fair - (Morehouse, Spellman, Clark Atlantic) - Virtual	Yes	Yes	Yes	Susan Guinan and Marybeth Boucher
10/16/2020	HBCU Futures Conference - Virtual	Yes	Yes	Yes	Susan Guinan
10/23/2020	Craig Newmark Graduate School of Journalism at CUNY Career Fair - Virtual	Yes	Yes	Yes	Marybeth Boucher, Sarah Childress, Jennifer Wehunt
11/4/2020	UMass Amherst Media & Communications Career Fair - Virtual	Yes	Yes	Yes	Marybeth Boucher and Nina Porzucki

5. Other Outreach Activities

A. Professional Networking & Community Events

Get Konnected Holiday Party

Date: November 29, 2019

Attended by Susan Guinan, Alyssa Mullen-Zidik, Cathy Brea, Marybeth Boucher

Summary: Get Konnected is a leading bi-monthly networking event bringing together urban and international professionals, business executives, and entrepreneurs from various cultures. The Get Konnected Holiday Party featured authors Jackie Glenn and Carol Fulp talking about their insights on how being an immigrant and workforce diversification can fuel success.

Get Konnected Lunar New Year Event

Date: January 28, 2020

Attended by Susan Guinan, Jeanne Hopkins, Cathy Brea, Marybeth Boucher

Summary: The Get Konnected Lunar New Year Event featured a live forum in which audience members got to hear from the new diverse faces of political power in the eastern Massachusetts area.

Resume Review for Boston Private Industry Council

Date: February 21, 2020

Attended by Susan Guinan, Alyssa Mullen-Zidik, Marybeth Boucher, Christian Ortiz

Summary: The Boston Private Industry Council (PIC) is a nonprofit organization that strengthens Boston's communities and its workforce by connecting youth and adults with education and employment opportunities that align with the needs of area employers. Members of the GBH Talent Acquisition team went on-site to meet with high school students to review their resumes, and to provide feedback and general career advice.

Simmons Leadership Conference

Date: April 16, 2020

Attended by: Susan Guinan and Alyssa Mullen-Zidik virtually staffed the WGBH booth while several employees attended the conference from departments across the employment unit.

Summary: The Simmons Leadership Conference is a women's professional development event. The conference featured more than 15 nationally renowned leaders from the worlds of business, media, politics, education, and entertainment — each offering candid stories about experiences

along the way to the top, as well as practical knowledge, innovative ideas, and principles for success for women on their own professional paths. The conference featured speeches from Yeonmi Park, Sonia Manzano, Pat Mitchell, and Serena Williams.

Private Industry Council Technology Career Panel

Date: July 17, 2020

Hosted by Marybeth Boucher, Sammo Gabbay (IT), Elizabeth Rivello (IT), Joanie Tobin (Digital), Rob Tokanel (Digital)

Summary: The Boston Private Industry Council (PIC) is a nonprofit organization that strengthens Boston's communities and its workforce by connecting youth and adults with education and employment opportunities that align with the needs of area employers. WGBH hosted a virtual career panel focused on careers in technology. Members of the IT and Digital teams talked about their jobs at WGBH as well as the career paths that lead them there.

NABJ and NAHJ Virtual Conventions and Career Fairs

Date: 8/5/2020 - 8/7/2020

Attended by Susan Guinan Alyssa Mullen- Zidik

Summary: GBH representatives attended the career fairs of the three journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers and multi-day career fairs.

AAJA Virtual Convention and Career Fairs

Date: 08/09 -08/15

Attended by Susan Guinan Alyssa Mullen-Zidik

Summary: GBH representatives attended the career fairs of the three journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers and multi-day career fairs.

Latino Media Fest

Date: 10/14/2020 - 10/16/2020

Attended by: Alyssa Mullen-Zidik

Summary: NALIP's (National Association of Latino Independent Producers) Latino Media Fest brings together Latino filmmakers, industry reps, executives, and film aficionados for a 3-day event. The festival will feature premieres, workshops, panels, special conversations and awards ceremonies to recognize substantial work in entertainment that inspires Latino creatives to continue moving their projects forward in front and behind the camera.

NLGJA: The Associate of LGBTQ Journalists Virtual Convention

Date: 10/23/2020 - 10/25/2020

Attended by: Susan Guinan and Alyssa Mullen-Zidik

Summary: The Association of LGBTQ Journalist Virtual Convention and Career Fair features a career and community expo with over 35 breakout and plenary sessions as well as opportunities to network and connect. As part of the Think Public Media both GBH representatives attended the career expo to meet and recruit LGBTQ journalists.

B. Educational Partnerships

GBH partners with many local high schools, universities, and colleges on networking events, mentoring, internships, and seminars. WGBH also has cultivated relationships with the following organizations that specialize in cultivating and developing diverse talent:

Emma Bowen Foundation

Established in 1989, the Emma L. Bowen Foundation is dedicated to creating career opportunities in the media industry for youth of color through programs that focus on scholastic achievement, direct work experience and professional development. Together with its 46 corporate sponsors, the Foundation currently supports more than 200 students each year through a paid multi-year internship program for students of color working at media companies across the country. WGBH hosted and mentored 2 interns through the Emma Bowen Foundation from June 2020 through August 2020.

Aspire Internship

Many adults with high cognitive autism spectrum disorder or a related profile find it difficult to embark on a job search or start a career. From applying to interviewing to "fitting in" these jobs search related activities can feel daunting. Aspire's experienced staff demystifies the work world for its interns in a constructive and encouraging environment. At Aspire interns gain important social skills needed to succeed at work, learn how to apply their knowledge and qualities in a work environment, meet like-minded interns, and work in the impressive Boston metro area collaborating businesses. GBH had one Aspire intern for the Spring 2020 semester who worked on the Digital team.

Appendix C
Recruitment Source List
WGBH Educational Foundation
November 18, 2019 – November 18, 2020

WGBH uses eQuest to share all job openings.

For community outreach, eQuest partners with over 400 organizations nationally and sends each job listing to organizations within a 50-mile radius of the position's location. A representative sample of these organizations appears on Appendix C-1.

WGBH's job listings also are sent by eQuest to over 40 job boards and affinity organization websites. A representative sample of these job boards and websites appears on Appendix C-2.

In addition, all WGBH's posted job opening announcements are aggregated on indeed.com, LinkedIn and Glassdoor for further distribution.

Appendix C - 1 Local Organizations Receiving Job Listings from eQuest

Action for Boston Community Development Inc. - Brett Thomason (brett.thomason@bostonabcd.org)
Alternatives, Inc. - Kelly Seddiki (Kelly.Seddiki@alternativesnet.org)
Asian American Civic Association - Cyndy Chapin - Levesque (cyndy@aaca-boston.org)
Association of Latino Professionals in Finance & Accounting - Alejandra Caballero (alejandra.caballero@boston.alpfa.org)
Attleboro Career Center - (ecampbell@detma.org)
Bentley College - LaCava Center 225 - Career Services Lasell College (GA_UCS@bentley.edu)
Best Buddies Massachusetts/Boston - Craig Welton (CraigWelton@bestbuddies.org)
Boston Career Link - (bostoncareerlink@bostoncareerlink.org)
Boston Career Link - (bostoncareerlink@detma.org)
Boston Career Link - (Kbrant@bostoncareerlink.org)
Boston Career Link - Boston, MA 02119 (mbryson@detma.org)
Boston VA Healthcare System - E. Joseph Podolsky (Edward.Podolsky@va.gov)
Cape Cod Community College - Chet Yacek (cyacek@capecod.edu)
Career Center of Lowell - (Barbara.O'Neil@cclowell.org)
Career Center of Lowell - (jvanbever@detma.org)
Career Center of Lowell - (michael.mcquaid@cclowell.org)
Career Center of Lowell - Lowell, MA 01852 (michael.mcquaid@cclowell.org)
Career Opportunities Hyannis - (kdower@detma.org)
Career Opportunities Hyannis - (SPollard@detma.org)
Career Source - (jball@detma.org)
CareerWorks - (akingman@careerworks.org)
CareerWorks - (info@careerworks.org)
CareerWorks - Brockton, MA 02301 (info@careerworks.org)
Center of Hope Foundation, Inc. - Michelle Guntor (mguntor@thecenterofhope.org)
Commonwealth of Massachusetts Department of Veterans' Services - Cheryl Lussier Poppe (tconn@detma.org)
Community Development Corp. - James Cruickshank (jcruickshank@ggcdc.org)
Community Work Services - Eugene Goss (sebastian@cwsbos.com)
Concilio Hispano - (concilio@conciliohispano.org)
Disabled Veterans Program Employment - Brian Mooney (Bmooney@detma.org)
Eastern Nazarene College Quincy, MA - (dianne.f.mcdonough@enc.edu)
Edith Nourse Rogers Memorial Veterans Hospital - (michael.quirbach@va.gov)
Employment and Training Resources - (Cevans@detma.org)
Employment and Training Resources - (JMCook@detma.org)
Employment and Training Resources - Marlborough - (erose@detma.org)
Employment and Training Resources - Norwood - (DWhite@etrcc.com)
Fall River Career Center - (dnadeau@detma.org)
Fall River Career Center - (jtisi@detma.org)
Fall River Career Center - (Jtisi@detma.org)
Fellowship Health Resources Behavioral Healthcare Services (Heritage House) - Rick Oliveira (roliveira@fellowshiphr.org)
Gardner Career Center - (rdumont@detma.org)
Greater New Bedford Career Center - (bfrancis@detma.org)
Greater New Bedford Career Center - (pchampagne@detma.org)
Guild for Human Services - Felicia Smith (admin@theguildschool.org)
Hanscom Airman and Family Readiness Center - Judy Tipton (Judy.tipton@hanscom.af.mil)
Immigrants' Assistance Center - Helena Marques (info@immigrantsassistancecenter.com)

Independent Living Center of the North Shore & Cape Ann, Inc. - Mary Margaret Moore (mmmoore@ilcnsca.org)
 Job Net - JobNet (mfalasca@detma.org)
 JobNet - (mfalasca@detma.org)
 JobNet - (ralexander@detma.org)
 La Alianza Hispana - (rcolon@laalianza.org)
 Las Centro Americas - Merari Alvarado (info@centrolasamericas.org)
 Lasell College Career Services Edwards Student Center - Career Services Lasell College (careerServices@lasell.edu)
 Leominster Career Center - (klibertucci@detma.org)
 Leominster Career Center - (miorio@detma.org)
 MA Dept. of Workforce Development (Veterans Employment & Training Service - VETS) - Paul Desmond (maura.squire@va.gov)
 MA Dept. of Workforce Development (Veterans Employment & Training Service - VETS) - Beth Costa (bcosta2@detma.org)
 Massachusetts Bay (MassBay) Community College - Julie Ginn (Director of Career and Internship Services) (jginn@massbay.edu)
 Massachusetts Commission on Indian Affairs - John A. Peters, Jr. (john.peters@state.ma.us)
 Massachusetts Department of Veterans Services - David Pomeranz (cpoppe@massmail.state.ma.us)
 Massachusetts Vets Inc - Jennifer Allen (johnperson@massveterans.org)
 Massasoit Community College - Peter Akeke (pakeke@massasoit.mass.edu)
 Middlesex Community College - Barbara Anderson (andersonb@middlesex.mass.edu)
 Morgan Memorial Goodwill Industries - Armando Valenzuela (avalenzuela@goodwillmass.org)
 New England Center for Homeless Veterans - Debbie Weissen (debby.wiesen@nechv.org/sarah.gonzalez@nechv.org)
 New England Laborer's Training Trust Fund - James Merloni III (jamiemerloni@aol.com)
 North American Indian center of Boston - Duane Fennessy (Employment Specialist) (duane.fennessy1@verizon.net)
 North Central Career Center - (Mlorio@detma.org)
 North Central Career Center - Paulette Carroll (ccncml@detma.org)
 North Shore Career Center of Gloucester - (lglynn@detma.org)
 North Shore Career Center of Gloucester - (rsullivan2@detma.org)
 North Shore Career Center of Gloucester - (Smitchell@detma.org)
 North Shore Career Center of Gloucester - (tfrixiello@detma.org)
 North Shore Career Center of Lynn - (lglynn@detma.org)
 North Shore Career Center of Lynn - (mwhitmore@detma.org)
 North Shore Career Center of Salem - (Tfrixiello@detma.org)
 North Shore Career Center of Salem - Charlene Snow (csnow@detma.org)
 Paralyzed Veterans of America - Ken Lipton (kenl@pva.org)
 Quincy Career Center - (mcarco@pqcc.org)
 Quincy Career Center - (moconnor@detma.org)
 Quincy Career Center - Fred Myerson (Veterans Representative) (fmyerson@pqcc.org)
 Quinsigamond Community College - William Daring (Human Resources@qcc.mass.edu)
 Roxbury Community College - P. Paul Alexander (palexander@rcc.mass.edu)
 Seven Hills Foundation - Jeff Roberge (jroberge@sevenhills.org)
 Simmons College Boston, MA - (careers@simmons.edu)
 Southeast Asian Coalition of Central Massachusetts - Ms. Thua Le (info@seacma.org/info@seacma.org)
 Southeast Center for Independent Living - Lisa Pitta (lpitta@secil.org)
 Southeastern Massachusetts SER - (fcabral@ser-jobs.com)
 Southeastern Massachusetts SER - (owrrob@yahoo.com)
 Taunton Career Center - (jtisi@detma.org)
 The Career Place - (preynolds@detma.org)
 The Construction Institute - Mary Vogel (mvogel@tcimass.org)
 The Diversity Initiative - Anna Madison, PhD (info@tsne.org)
 The Work Place - (amccabe@detma.org)
 The Work Place - (ncorbin@detma.org)
 Univ. of Mass. at Worcester - Carol Dugard (Human.Rresources@umassd.edu)
 University of Massachusetts, Lowell Lowell, MA - (career_services@uml.edu)
 Urban League of Eastern Massachusetts - Deborah JacQuie Cairo-Williams (Director of the Mature Workers Program) (djcairowilliams@ulem.org)
 Urban League of Eastern Massachusetts - Pat Bonner-DuVal (Sr. Development Consultant) (pduval@ULEM.org)
 Urban League of Eastern Massachusetts - William Watkins (Director of Workforce Development) (Wwatkins@ulem.org)
 VA Boston Healthcare System - (terry.mcdonough@va.gov)
 ValleyWorks Career Center - Lawrence - (achilingirian@detma.org)
 ValleyWorks Career Center of Haverhill - (@chili@valleyworksc.org)
 Veterans' Employment and Training Service - Boston, MA - VPS Anthony Laterza (laterza.anthony@dol.gov)
 Veterans Northeast Outreach Center - John Ratka (Executive Director) (j.ratka@northeastveterans.org)

Veteran's Transition House - Alice Faria (alice@vetshouse.org)
Vocational Rehabilitation - Boston - (brian.smith@mrc.state.ma.us)
Vocational Rehabilitation - Bristol - Attleboro Career Center (ecampbell@detma.org)
Vocational Rehabilitation - Brockton - (kimberley.sullivan@mrc.state.ma.us)
Vocational Rehabilitation - Brockton - CareerWorks (ctaylor@detma.org)
Vocational Rehabilitation - Cape & Islands - Career Opportunities (Spollard@detma.org)
Vocational Rehabilitation - Cape and Islands - (donna.scales@mrc.state.ma.us)
Vocational Rehabilitation - Cape and Islands - (ruth.ferrari@mrc.state.ma.us)
Vocational Rehabilitation - Fall River - (kimberley.sullivan@mrc.state.ma.us)
Vocational Rehabilitation - Fitchburg - (todd.nelson@mrc.state.ma.us)
Vocational Rehabilitation - Greater Lowell - Career Center of Lowell (Jvanbever@detma.org)
Vocational Rehabilitation - Greater New Bedford - New Bedford CC (Pchampagne@detma.org)
Vocational Rehabilitation - Lawrence - (paula.santagati@mrc.state.ma.us)
Vocational Rehabilitation - Metro North - The CareerPlace Trade Center Park (Preynolds@detma.org)
Vocational Rehabilitation - New Bedford - (donna.scales@mrc.state.ma.us)
Vocational Rehabilitation - North Central - North Central Career Center (Rdumont@detma.org)
Vocational Rehabilitation - North Shore - North Shore Career Center of Lynn (Lglynn@detma.org)
Vocational Rehabilitation - Plymouth - (kimberley.sullivan@mrc.state.ma.us)
Vocational Rehabilitation - South Coastal - Plymouth Career Center (MKelley@detma.org)
Vocational Rehabilitation - Taunton - (shaugh@detma.org)
Vocational Rehabilitation - Worcester - (ellen.spencer@mrc.state.ma.us)
Wareham Career Center - (pchampagne@detma.org)
Wareham Career Center - (tnelson@detma.org)
Women Veterans' Network - Viviana Cordoba (vcordoba@massmail.state.ma.us)
Worcester State University - Carol Faron (cfaron@worchester.edu)
Work Inc. - Stephen Aalto (saalto@workinc.org)
Workforce Central - (lcorbin@detma.org)
Workforce Central - Milford - (jcortes@detma.org)
Workforce Central - Milford - (lcorbin@detma.org)
Workforce Central - Southbridge - (KJoy@detma.org)
Workforce Central Career Center - Worcester - (danderson@detma.org)
You Inc. - Kristin Mayotte (mayottek@youinc.org)
YWCA of Greater Lawrence - Lora Vilma (info@ywcawlawrence.org)

Appendix C-2 Postings With Job Boards

eQuest Compliance Solution		
Compliance Posting Package		
Board Name	Board Description	Target Audience
State Employment Boards and community organizations	Jobs are sent to the applicable state boards (based on the state entered into the ATS). The jobs listings are also sent to the following locations within a 50-mile radius of the zip code: local employment offices, local veteran's offices, local organizations/associations, local colleges/universities, and local vocational/rehabilitation centers	Veterans, Disability, Women, Minority
Hire A Hero	Hire A Hero was created as a pipeline for returning service members and their families to reach out through online social networking tools, allowing them to make connections to find a rewarding career. Today Hire A Hero has over 300,000 registrations and sees over 3 million unique visits a year. Jobs are also sent to Military1.com .	Veterans
JOFDAV	disABLEDperson, Inc. and the associated job board Job Opportunities for Disabled American Veterans (JOFDAV) are the basis for a public charity organization established 2002, whose primary focus is disability employment. Jobs listings are also sent to the following sites, when applicable: Joogle, Glassdoor, Facebook, Gobquest.mass.gov, LinkedIn, Jobcase, Careeronestop, Ziprecruiter, SimplyHired, Jobtome, IHire.com, Askearn, Petersons.com, and sourceamerica.org	Disabled Veterans
RecruitABILITY	RecruitABILITY is a public charity whose primary focus is disability employment. They are affiliated with disABLEDperson, Inc. where employment services are offered at www.disabledperson.com . Jobs listings are also sent to: Facebook, escosia.org, job.trovit, veteransfamiliesunited.org, jobfinder.usaa360.com, askearn.gov, dogpile.com, simlyhired.com, askjan.org, bestjobsusa.com	Disabled Persons
US Diversity	http://www.usdiversity.com/	
Additional Job Boards	africanamericanaareers.com ; africanamericanjobs.org	African American Community
	https://www.nativeamericancareers.org ; http://www.americanindianjobs.org	Native American Community
	asiancareers.com ; sd-asianworkforce.com ; asianjobs.com	Asian American Community
	disabilityjobs.org ; disabilitycareers.org	Persons with Disabilities
	gaycareers.org ; gayjobs.org	Gay/Lesbian Community
	hispaniccareers.org ; usd-hispanicworkforce.com ; http://www.hispanicjobs.org	Hispanic American Community
	http://www.seniorscareers.org ; http://www.seniorjobs.org	Senior Citizen Community
	https://www.usd-veterans.com ; https://www.usd-workingwomen.com ; http://www.womenscareers.org ; http://www.womensjobs.org	Veteran Community Women Community