## EEO PUBLIC FILE REPORT For WBUR-FM, WBUA-FM and WBUH-FM December 1, 2021 through November 30, 2022

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website:www.bu.edu/hr/jobs In addition, notices of full-time job openings are posted on the WBUR website: http://legacy.WBUR.org/about/jobs

Mailing Address:	
WBUR 890 Commonwealth Avenue	Telephone Number: 617-529-6453 Contact Person: Michael Fenton
Boston, MA 02215	E-mail Address: mwfenton@bu.edu

Newsroom Fellow, WBUR Program & Production 5 BU Website BU Website #41-42: #46-47: #51-5	2: #59-64
Newsroom Fellow, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Investigations Fellow, WBUR Program & Production 4 BU Website BU Website #41-42; #46-47; #51-5	
Producer, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Newsletter Editor, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production 9 BU Website BU Website #41-42; #46-47; #51-5	
Producer, WBUR Program & Production 9 BU Website BU Website #41-42; #46-47; #51-5	
Managing Producer, WBUR Program & Production 5 Direct Contact BU Website; Direct Contact #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production 1 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production 7 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Operations Assistant, Engineering 3 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
IT Manager, Engineering 8 LinkedIn BU Website; LinkedIn #41-42; #46-47; #51-5	2; #59-64
Assistant Managing Editor, WBUR Program & Production 4 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Chief Operating Officer 8 Koya Partners BU Website; Koya Partners #41-42; #46-47; #51-5	2; #59-64; #77
Senior Reporter, WBUR Program & Production 10 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Marketing Communications Specialist 10 BU Website BU Website; HigherEdJobs; Inde #41-42; #46-47; #51-5	2; #59-64
Business Development Marketing Manager 5 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Reporter, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Producer, WBUR Program & Production 7 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Producer, WBUR Program & Production 8 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Podcast Producer, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Broadcast Recording Technician, Engineering 5 BU Website BU Website #41-42; #46-47; #51-5	
Executive Producer, Radio Boston, WBUR Program & Productic 3 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Director, Talent & Culture 2 BU Website BU Website #41-42; #46-47; #51-5	
Managing Editor, Planning, WBUR Program & Production 9 BU Website BU Website #41-42; #46-47; #51-5	
Assistant Traffic Manager, Engineering 4 BU Website BU Website #41-42; #46-47; #51-5	
Podcast Host, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Assistant Managing Editor, WBUR Program & Production 4 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, Digital, WBUR Program & Production 6 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production 9 BU Website BU Website #41-42; #46-47; #51-5	
Sales Associate, Business Partnerships 4 BU Website BU Website #41-42; #46-47; #51-5	
Full Stack Developer, Product 4 BU Website BU Website #41-42; #46-47; #51-5	
Producer, WBUR Program & Production 2 BU Website BU Website #41-42; #46-47; #51-5	
Senior Leadership Gift Officer, Development 8 DG DDI Research BU Website; DG DDI Research #41-42; #46-47; #51-5 Sound Designer, WBUR Program & Production 2 LAdio Listserve BU Website; LAdio Listserve #41-42; #46-47; #51-5	
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Senior Leadership Gift Officer, Development 6 DG DDI Research BU Website; DG DDI Research #41-42; #46-47; #51-5 Associate Producer, WBUR Program & Production 7 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production / BU Website BU Website #41-42; #46-47; #51-5	
Associate Flore & Now, WBUR Program & Production 11 Direct Contact BU Website: Direct Contact #41-42; #46-47; #51-5	
Executive Assistant 5 BU Website; Terrier Temps #41-42; #46-47, #51-5	
Broadcast Recording Technician, Engineering 4 BU Website BU Website #41-42; #46-47; #51-5	
Producer, WBUR Program & Production 2 BU Website BU Website #41-42; #46-47; #51-5	
Associate Producer, WBUR Program & Production 11 BU Website BU Website #41-42; #46-47; #51-5	
Data Architect, Product 7 BU Website BU Website #41-42; #46-47; #51-5	
Account Executive, Core, Business Partnerships 5 BU Website BU Website #41-42; #46-47; #51-5	
Membership Assistant, Membership 4 BU Website BU Website #41-42; #46-47; #51-5	
Senior Talent Acquisition Partner, Talent & Culture 4 BU Website BU Website #41-42; #46-47; #51-5	
Campaign & Advertising Operations Manager, Business Partner 6 BU Website BU Website #41-42; #46-47; #51-5	
Producer, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Sales Manager, Enterprise, Business Partnerships 5 BU Website BU Website #41-42; #46-47; #51-5	
Newsroom Fellow, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	
Newsroom Fellow, WBUR Program & Production 5 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Managing Producer, WBUR Program & Production 10 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64
Senior Leadership Gift Officer, Development 8 BU Website BU Website #41-42; #46-47; #51-5	2; #59-64

### MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity Description

I. Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them For Higher

That Could Qualify Them For Higher Level Positions

Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies that help expand strategic perspective and capability like investigative capabilites, editing, and reporting techniques to advance careers. A dozen WBUR employees attended througout the year.

Newsroom - Modules for intensive training by Cindy Carpien, twice: Jan-Feb, and July-Aug. 8-10 WBUR staff attended these sessions to learn about radio and broadcast fundamentals, specifically for journalists new to WBUR.

Newsroom - Loyola Master Class for Media Managers, September. One staff member attended to build leadership skills.

Newsroom - Public Media Journalism Association Editors trainings, March and November. Two newsroom staff attended to develop editing skills and manager.

Newsroom + Here & Now - Signature Sound voice coaching. Two staff attended to develop broadcast voicing techniques.

Newsroom - Blue Cross Blue Shield fellowship, intensive week-long program. One staff member participated to develop greater expertise in the health reporting space.

Newsroom - Series of Friday newsroom trainings on source development, newscast, social media, wordpress, newsboss, photo placement and editing, investigative techniques, state house legislative tools, and more. 40-50 staff attended to refresh and develop technical skills and the reporting craft for development in current role.

One WBUR employee attended the Asian American Journalists Association (AAJA) annual conference, July 2022, an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in the public media space.

Online News Association (ONA) annual conference, Sept. 2022. Six staff attended remotely and in-person for an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in digital media.

Four staff attended the National Association Black Journalists + National Association Hispanic Journalists annual conference, Aug. 2022, an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in the public media space.

Investigative Reporters and Editors (IRE) annual conference, June 2022. Three staff attended for an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in digital media.

 $FOIA\ workshop\ led\ by\ MuckRock\ and\ hosted\ by\ the\ New\ England\ First\ Amendment\ Coalition.\ \ Deepening\ reporting\ skills,\ five\ staff\ in\ attendance\ this\ year.$ 

Operationalizing Engaged Journalism (OEJ) / training day visit from Ashley Alvarado, Nov. 2022. 50-60 staff attended to develop inclusive reporting practices.

Four staff attended the Public Media Development and Marketing (PMDMC) annual conference, July 2022, which addressed a wide variety of topics relevant to public media personnel, including senior leaders in public media, corporate support through underwriting, journalism funding through partnerships, planned giving, leading with vision, strategic planning, and innovative fundraisine.

Maximize Your Productivity by Managing Time and Tasks on Terrier eDevelopment - Apr. 2022 (IT). One staff attended to improve efficiency and learn strategies around productivty.

Program: Adobe Max Conference, Virtual. (One member of the Membership team attended.). 10/18/22-12/20/22 (Membership)

Major Gifts + Planned Gifts, Crescendo - April 20, 2022 Development. One staff member to advance their ability to obtain major gifts.

 $Knight\ Media\ Forum\ (Feb\ 22-23\ Development).\ One\ staff\ member\ attended\ to\ develop\ digital\ strategy\ capability.$ 

Next Gen Public Media Accelerator cohort led by the Joan Ganz Cooney Center and the American Press Institute Election Grantee cohort (Development). One staff member attended to develop digital strategy capability.

II. Participation in Job Banks, Internet Programs and other Programs Designed to Promote Outreach Generally

Boston's The Ad Club ongoing seminars and meetings. Included professional development as a media partner and traded seats for the Ad Club Women's Leadership Forum (BP and Marketing staff attended)

Boston's Financial Communication Society events.

Public Media Development & Marketing Conference 2022

Public Radio Program Directors conference 2022

Annual Massachusetts Conference for Women. WBUR as media partner includes professional development and traded seats.

BU Sustainability Farmer's Market partner (Cooked newsletter promotion)

Lynn, Mass. Voter Engagement: Farmers Market, RAW Arts and Lydia Pinkman Open Studios

WBUR as media partner for the Amplify Latinx PowerUp Summit

WBUR as media partner for the Annual Boston Book Festival

Society of Environmental Journalists annual conference

National Association of Black Journalists + National Association of Hispanic Journalists annual conference + job fair

Radio Engineerings meeting - May, Aug. & Nov. 2022

Engineering NPT Media Tour - Sep. 2022

Columbia Journalism School Career Expo

NPR Intern/Temp Virtual Networking Fair

Program: Boston University's Summer Orientation Job Fair(s). June 9 through Sept 2 (5 sessions). This series of events was held for incoming first-year students with work-study grants who were looking for employment for Fall 2022. (Two members of the Membership team attended. Other WBUR staffers attended). June 6/9/22; 6/16/22; 6/23/22; 6/30/22 & 9/2/22 (Membership)

Participation in weeklong mentorship programs via NextGenRadio

National Association of Hispanic Journalists New England career coaching network pilot program

National Association of Hispanic Journalists New England early career job hunting tips virtual panel

Online News Association (ONA), Sept 2022 https://ona22.journalists.org/

Podcast Movement, Aug. 23-26, 2022. https://2022.podcastmovement.com/

News Product Alliance Mentorship Program https://newsproduct.org/mentor-network

III. Participation in at Least Four Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues, Including Conventions, Career Days, Workshops and Similar Activities

Program: Public Media Development Marketing Conference (PMDMC) held in Chicago. (One member of the Membership team attended). 7/19/22-7/22/22 (Membership)

Covering indigenous communities in New England, hosted by Native American Journalists Association and New England News Collaborative

National Lesbian and Gay Journalists Assocation (NLGJA) annual conference, Sept. 2022

IV. Provision of Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination

Beyond Binaries' Diversity, Equity, and Inclusion Workshops: "Ally to Co-conspirator", December 2021-Fectuary 2022

Senior Team Inclusive Leadership Learning & Development Series January-October 2022

Corporation for Public Broadcasting Harassment & Bias Prevention Training, September 2022

Boston University's Sexual Misconduct Prevention Training, October 2022

WBUR's Chief Content Officer oversees a panel comprised of many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award, established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for his/her individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.

WBUR continues to partner wtih the region's largest newspaper provider of Spanish-language content, El Planeta

In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR in its CitySpace convening space, hosted numerous political debates for MA state offices, August-October 2022

V. Other Activities

WBUR provided two fellowships to BU Comms students in the Spring of 2022. One with podcasting, and one with general news.

WBUR provided a year long Arts & Culture fellowship in 2022

WBUR provided two fellowships for a yearlong rotation program in our Newsroom in 2022

VI. Internships & Fellowships WBUR provided one summer internship with our Here & Now team

#### **WBUR** EEO PUBLIC FILE REPORT Attachment A

#### Recruitment Sources used for Full-Time Job Openings

- 1 Action for Boston Community Development 178 Tremont Street Boston, MA 02111 617-357-6000 x399 Contact: Delcenia Jackson HR@bostonabcd.org
- 4 Assoc of Fundraising Professionals, MA Chapter 465 Waverley Oaks Road, Ste. 421 Waltham, MÁ 02452 781-397-8870 Linda Guild 617-355-3066 Mia Simon
- 7 Massachusetts Broadcasters Assoc. PO Box 857 Clark, NJ 07066 800-471-1875 www.massbroadcasters.org
- 10 National Assoc. of Black Journalists-Boston Chapter 158 Tremont St., #1 Cambridge, MA 02139 http://careerservices.nabj.org/ Web posting on career page
- 13 Urban League of Eastern Massachusetts Job Posting 88 Warren Street Roxbury, MA 02119 617-442-4519 www.ulem.org
- 16 Boston College Career Center 38 Commonwealth Ave. Chestnut Hill. MA 02467 Attn: Roger Woolsey
- 19 JournalismJobs.com http://www.journalismjobs.com/index.php Web posting on career page
- 22 The Coalition of 100 Black Women Inc. Manhattan Chapter P.O. Box 1711, Grand Central Station New York, NY 10163
- 25 Hispanic American Chamber of Greater Boston 406 S. Huntington Avenue Boston, MA 02130 617-261-4222 Contact: Nader Acevedo, Executive Director
- 28 Nat'l Assoc. of Minority Media Executives Toni Laws, Executive Director 7950 Jones Branch Drive McLean, VA 22107 p. 1-888-968-7658 f. 703-854-7181 www.namme.org
- 31 Native American Journalists Assoc. University of Oklahoma Gaylord College 395 W. Lindsey Norman, OK 73019-4201 405-325-9008 Contact: Jeff Harjo, Executive Director www.naia.com
- 34 The Partnership, Inc.

- 2 Alliance for Women in Me 2365 Harrodsburg Rd., A325 Lexington, KY 40504
- 5 Blacks Interested in Comr 1468 Broad Street
- 6 Career Collaborative, Inc. 77 Summer Street, 11th Floor Providence, RI 02905 Boston, MA 02111

Attn: Mary Leviner, Employment Associate (617) 424-6616

Contact: Kathy Chow, Executive Director

3 Asian American Journalists Assoc

5 Third Street, Suite 1108

San Francisco, CA 94103

National@aaja.org

415-346-2051 www.aaja.org

8 Minority Professional Net P.O. Box 55399 Atlanta, GA 30308-5399 888-676-6389

www.minorityprofessionalnetwork.com 617-227-1113

11 National Assoc of Hispani Hugo Balta, President 1050 Connecticut Ave NW, 10th Floor McLean, VA 22102 703-506-3292 Washington, DC 20036 202-662-7145 www.pmbaonline.org www.nahj.org

- 14 Women in Development c 22 Bates Road, Ste. 224 Mashpee, MA 02649 617-489-6777 Megan Panek, President www.widab.org
- 17 Asian American Journalis 18 National Association of Hispanic Journalists http://www.aaja.org/category/jobs-oppc http://www.nahjcareercenter.com/
- 20 Corporation of Public Broa http://www.cpb.org/jobline/ Web posting on career page

Web Posting on career page

- 23 Community Work Service 174 Portland Street Boston, MA 02114 617-720-2233 Contact: Maria Krueger
- 26 Jewish Vocational Service Career Moves 29 Winter Street, Suite 500 Boston, MA 02108 617-399-3180 Contact: Kira Khazatsky
- 29 National Association of No c/o Barbara Robinson PO Box 2804 Woburn, MA 01888-1404 978-535-7415
- 32 North of Boston Convention P.O. Box 5193 Salisbury, MA 01952 978-465-6555

- www.careercollaborative.org 9 National Assoc. of Asian American Professionals
- **Boston Chapter** P.O. Box 51922 Boston MA 02205 Samson Lee www.naapboston.org
  12 Public Media Business Association 7918 Jones Branch Drive, Ste. 300
- 15 National Association of Colleges and Employers 62 Highland Ave. Bethlehem, PA 18017-9085
- 21 Chinese Progressive Association 28 Ash Street Boston, MA 02111-1517 617-357-4499 Lydia Lowe, Executive Director

Web posting on career page

- www.cpaboston.org 24 Foundation for Minority Interests in Media 524 West 57th Street New York, NY 10019 212-975-2545 Sandra Rice, VP Eastern Region
- 27 Latino Professional Network P.O. Box 960601 Boston, MA 02196-0601 p. 617-247-1818 f. 781-341-3810 Contact: Rick Colon
- 30 National Multicultural Institute 3000 Connecticut Ave NW, Suite 438 Washington, DC 20008 p. 202-483-0700 f 202-483-5233 Contact: Kelly Reid, Program Manager www.nmci.org
- 33 Operation A.B.L.E of Greater Boston 174 Portland Street Boston, MA 02114 617-542-4180 Contact: Ron Genzale
- 35 Emerson College
- 36 Emmanuel College

155 Seaport Blvd., 11th Floor Boston, MA 02210 Attn: Suzanne Wilkins, Director Pgm Services p. 617-262-2828 . f. 617-988-6157 thepartnershipinc.org

37 Northeastern University Career Services

202 Stearns 360 Huntington Avenue Boston, MA 02115 617-373-2430

Contact: Maria Stein, Director www.careerservices.neu.edu

40 University of Massachusetts at Boston Office of Career Services 100 Morrissey Boulevard Boston, MA 02125-3393 Contact: Mary Mahoney

617-287-5525 www.careers@umb.edu

43 <u>idealist.org</u> <u>http://www.idealist.org/info/Jobs</u> Web posting on career page

https://www.linkedin.com/job/home

https://www.current.org

52 InsideHighered.com https://www.insidehighered.com

55 Salt Listsery https://www.meca.edu/academics/graduate/salt/

58 Professional Diversity Network https://www.prodivnet.com/

60 Indeed.com

63 Glassdoor.com

66 PublicMediaJobs.org

69 Asian American Civic Association aaca-boston.org

72 Sonic Soiree Newsletter https://www.facebook.com/groups/450209022047055

75 JournalismNext https://www.journalismnext.com/

78 DG DDI Research

https://www.developmentguild.com/

Office of Career Services 120 Boylston Street Boston, MA 02116 617-824-8586 Contact: Matt Cardin careers@emerson.edu

e. weilerbr.emmanuel.edu Brie Weiler, Career Advisor

38 Smith College 39 Suffolk University Career Services & Cooperative Career Development Office, Drew Hall 8 Ashbuton Place

400 The Fenway

p. 617-735-9975

f. 617-264-7695

Boston, MA 02115

North Hampton, MA 01063 Boston, MA 02108 413-585-2570 617-573-8480 Brenda Jameson Terry Wells Twells@suffolk.edu www.smith.edu

42 WBUR Website 41 Boston University Website www.bu.edu/hr/employment/jobs/jobs.swww.wbur.org

45 The Chronicle of Philanthropy 44 Association of Fundraising http://www.afpnet.org/JobCenter/?navli http://philanthropy.com/section/Jobs/224/ Web posting on career page

47 Monster http://www.monster.com/

https://source.opennews.org

53 Stack Exchange Inc. http://stackoverflow.com/jobs

56 Transom Listserv

https://transom.org/

59 Higher Education recruitment Consortii Radio Women Rule the World

https://www.hercjobs.org/ 61 ZipRecruiter.com

64 CareerBuilder.com

67 EmploymentCrossing.con 70 JobTarget.com

73 Egon Zehnder

76 NYC Public Radio Listser

(617) 535 3500

Contact Kim Henderson

https://groups.google.com/foru

79 LAdio Listserve

48 Broadcast and Cable http://www.broadcastingcable.com/

51 HigherEdJobs.com https://www.higheredjobs.com

54 Association of Independents in Radio Listserv https://airmedia.org/

Office of Internships & Career Development

57 Facebook.com Groups

Journalists of Color in Public Media Public Media

62 Simplyhired.com 65 NAB Leadership

BroadcastCareerLink.com 68 Careerlink.com

71 The Work Place workplace.org

74 Content Ink Contact John McCarus

77 Koya Partners https://koyapartners.com/

(347) 702-1688

80 TerrierTemps

https://www.b u.edu/hr/mana resources/hiri ng-temporarypersonnel/tem porary-agencypersonnel/

# **Agencies Requesting Notification of Job Vacancies**

Date Request		<u>Contact</u>				
Received	Name of Organization	<u>Person</u>	<u>Title</u>	Street	<u>City</u>	State & Zip
N/A	N/A	N/A	N/A	N/A	N/A	N/A