

EEO PUBLIC FILE REPORT

for

WBHM(FM)

**This EEO Public File Report Covers the Period
December 1, 2021 thru November 30, 2022**

Recruitment Activity Summary

December 1, 2021-November 30, 2022

This EEO Public File Report is filed in the public inspection files for Station WBHM(FM) pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies

During the period ending on November 21, 2021-November 30, 2022, there were 9 full time job vacancies: **Front Desk / Office Assistant, Business Officer 1, Managing Editor, Multimedia News Producer, Gulf States Regional News Hub Managing Editor, Morning Edition Host, All Things Considered Host, Gulf States Newsroom Reporting Fellow, Executive Director.**

2. Total Interviewees for Full-Time Vacancies

During the period ending on November 30, 2022, there were (9) full time job vacancies filled and (?) in person interviews of candidates.

3. Recruitment Sources

The following are the recruitment sources collected for use in the event of a recruitment opportunity for all positions. We will revise and add to the list as appropriate:

- University of Alabama at Birmingham Career Page
- www.wbhm.org and www.uab.edu)
- WBHM 90.3 FM On-Air Broadcasts
- AWARE Disability Management
- Employee Referral
- Corporation for Public
- Broadcasting (CPB) Jobline www.cpb.org/jobline
- WBHM FaceBook
- Twitter/Reddit/other
- Current Magazine (paid)
- INDEED www.indeed.com
- Publicmediajobs.org
- LinkedIn
- HigherEdJobs.com

- Monster.com
- Alabama Broadcasters Association Virtual Job Fair

The Following Exhibits (A and B) Catalogue WBHM's (A) Vacancy/Hiring Information (All applicants either by referral or by one of the Recruitment sources go through the UAB HR Recruitment Department and the applicants that are determined to be suitable for the position are then forwarded to WBHM Staff for possible interviews.

(B) Training-Professional Development, Outreach to the Public, Job Fair Activity and Internship/Mentorship Initiatives.

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Front Desk / Office Assistant**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 3/17/22

Date Vacancy Filled: June 5, 2022

Total Number of Persons Interviewed for the Vacancy: 3

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 75 |
| www.wbhm.org and www.uab.edu) | 2 |
| WBHM 90.3 FM On-Air Broadcasts | 2 |
| Employee Referral | 6 |
| Corporation for Public | 0 |
| Broadcasting (CPB) | 0 |
| WBHM FaceBook | 7 |
| Twitter/Reddit/other | 12 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 22 |
| LinkedIN | 0 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Gulf States Newsroom Sr. Content Editor**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 11/19/2021

Date Vacancy Filled: 2/10/2022

Total Number of Persons Interviewed for the Vacancy: 2

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 2 |
| www.wbhm.org and www.uab.edu) | |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| Employee Referral | 3 |
| Corporation for Public | 0 |
| Broadcasting (CPB) | 0 |
| WBHM FaceBook | |
| Twitter/Reddit/other | 8 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 2 |
| LinkedIN | 2 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **All Things Considered Host**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 3/18/22

Date Vacancy Filled: 6/8/22

Total Number of Persons Interviewed for the Vacancy: 4

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 5 |
| www.wbhm.org and www.uab.edu) | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |

Equal Employment Opportunity Public File Report WBHM (FM)

| | |
|---|----|
| Employee Referral | 0 |
| Corporation for Public | 0 |
| Broadcasting (CPB) | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 15 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 8 |
| LinkedIN | 3 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Business Officer 1**

Recruitment Source that Referred the Hiree:

Date Vacancy Opened: 4/28/22

Date Vacancy Filled: 6/10/22

Total Number of Persons Interviewed for the Vacancy: 4

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 2 |
| www.wbhm.org and www.uab.edu) | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 1 |
| Corporation for Public | 0 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |

| | |
|---|---|
| Twitter/Reddit/other | 1 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 0 |
| Publicmediajobs.org | 0 |
| LinkedIn | 0 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Morning Edition Host**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 3/18/22

Date Vacancy Filled: 6/6/22

Total Number of Persons Interviewed for the Vacancy: **5**

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 8 |
| www.wbhm.org and www.uab.edu) | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 2 |
| Corporation for Public | 0 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 14 |
| Current Magazine (paid) | 0 |

| | |
|---|---|
| INDEED www.indeed.com | 7 |
| Publicmediajobs.org | 0 |
| LinkedIn | 0 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Managing Editor**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 5/21/21

Date Vacancy Filled: 11/1/2021

Total Number of Persons Interviewed for the Vacancy: 1

Internal Move by a current full time employee who had acting as the Interim Editor.

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 0 |
| www.wbhm.org and www.uab.edu | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 2 |
| Corporation for Public | 0 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 0 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 0 |
| Publicmediajobs.org | 0 |

LinkedIN 0

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Corporate Support Director**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened: 08/16/22

Date Vacancy Filled: 10/1/22

Total Number of Persons Interviewed for the Vacancy:2

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 2 |
| www.wbhm.org and www.uab.edu | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 3 |
| Corporation for Public | 2 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 3 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 2 |
| Publicmediajobs.org | 0 |
| LinkedIN | 1 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Gulf States Newsroom Reporting Fellow**

Recruitment Source that Referred the Hiree: Former professor who knows hiring manager recommended she apply

Date Vacancy Opened: June 8, 2022

Date Vacancy Filled: August 15, 2022

Total Number of Persons Interviewed for the Vacancy: **10 had phone interviews, 3 finalists**

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 2 |
| www.wbhm.org and www.uab.edu | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 3 |
| Corporation for Public | 2 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 3 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 0 |
| Publicmediajobs.org | 0 |
| LinkedIN | 1 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Executive Director**

Recruitment Source that Referred the Hiree: Employee

Date Vacancy Opened:5/6/22

Date Vacancy Filled: 8/22/22

Total Number of Persons Interviewed for the Vacancy:3

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 12 |
| www.wbhm.org and www.uab.edu) | 0 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 0 |
| Employee Referral | 1 |
| Corporation for Public | 0 |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 7 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 1 |
| Publicmediajobs.org | 0 |
| LinkedIN | 7 |
| Higher Ed Jobs | 5 |

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **MULTIMEDIA NEWS PRODUCER**

Recruitment Source that Referred the Hiree: WBHM Web Site

Date Vacancy Opened 7/5/22

Date Vacancy Filled 10/20/22

Total Number of Persons Interviewed for the Vacancy: 9

| Recruitment Source | Total Number of Referrals |
|---|----------------------------------|
| University of Alabama at Birmingham Career Page | 7 |
| www.wbhm.org and www.uab.edu) | 1 |
| WBHM 90.3 FM On-Air Broadcasts | 0 |
| AWARE Disability Management | 0 |
| Program Referral (Recruitment Event) | 1 |
| Employee Referral | 3 |
| Corporation for Public | |
| Broadcasting (CPB) Jobline | 0 |
| WBHM FaceBook | 0 |
| Twitter/Reddit/other | 16 |
| Current Magazine (paid) | 0 |
| INDEED www.indeed.com | 5 |
| Publicmediajobs.org | 0 |
| LinkedIN | 12 |

EXHIBIT B

MENU OPTION ACTIVITIES

Station WBHM has engaged in the following Training activities during the period covered by this Report covering 47CFR 73.2080.

- Managerial Staff are encouraged to enroll in workshops and training programs administered by the licensee, University of Alabama at Birmingham. These workshops include HR training, FSLA Training, Manager Skills training and Performance Appraisal methods and application. Workshops include online elements and classroom training.
- Other training included: **CPB is requiring annual harassment prevention training for all officers, employees and interns of each station as a condition of the grantee's eligibility for a radio or television Community Service Grant (CSG).** Completed by ALL WBHM Employees by 7/01/2022 deadline. WBHM used the CPB Provided Navex Global Training service.
- **UAB implemented an online harassment-prevention education program that will establish a common definition of inappropriate behavior.** All UAB Exempt and Non-Exempt faculty and staff are asked to complete the interactive course within 60 days. WBHM Staff completed the training via the UAB E-Learning system throughout the year.
- **UAB/PCI Training** for All WBHM Employees.

Outreach Events that Station Staff attended or participated virtually.

Outreach & Recruitment and DEIA Committee/Certification

Diversity Education

Five core courses are currently offered in the ODEI Building Blocks Learning Plan: 1) **Awareness @ UAB online video;** 2) **Cultural Awareness Building Blocks;** 3) **Unconscious Bias;** 4) **SafeZone;** and 5) **Bystander Intervention.**

Participants who attend all five sessions are eligible to receive a DEI Certificate. Certificate holders who may be interested in volunteering as DEI Facilitators will be able to participate in Diversity Education Facilitator training (DEFT). **PD**

Most of the Station Staff attended all of the classes but did not do the final certification.

Employee who completed and received a certificate: Sabrina Balch

2-23-22 UM MEDIA CAREER DAY=In person-Met with 34 students from the University of Montevallo Communications Department Audrey Atkins and Darrell McCalla

3/25/2022 UA Career Fair-Virtual booth-Career fair for prospective University of Alabama students. Outreach & Recruitment Manned a virtual booth for three hours for the purpose of meeting with students and discussing open positions. **OR** Michael Krall, Will Dahlberg, Priska Neely

3/29/2022 Public Media Career fair-Virtual-career fair hosted by Current -Answering questions about WBHM's job openings. **OR** Michael Krall, Priska Neely, Will Dahlberg

4/22/2022 Bi-weekly recurring-WBHM Equity Committee-in-person meeting, Internal Equity Committee-Internal and External DEIA efforts Caroline, Diana, Karma, Michael, Rashah, Sabrina

7/25/2022, 8/29/2022 and 10/20/2022 The Moth StorySLAM-In person-Live storytellingThe Moth StorySLAM is a community-focused, open-mic storytelling competition in which anyone can share a five-minute story on the night's theme. WBHM is a media partner. **OR** Various Station personnel attended

8/10/22- Community Engagement Committee Meeting-in person- Meet of committee to discuss Community Initiatives and Outreach

9/12/22- Community Engagement Committee Meeting-in person- Meet of committee to discuss Community Initiatives and Outreach

9/24/2022 Magic City Pop-Up Market at Railroad Park, Food and Retail vendors at Railroad Park. WBHM is one of the sponsors. Attended by: Karma Tolliver, Caroline Spears, Will Dalhberg, Michael Krall, Andrew Yeager

9/27/2022 Taste of 4th Ave Jazz Festival, Jazz festival in Historic Business District, downtown Birmingham. Attended by: Karma Tolliver, Caroline Spears, Will Dalhberg, Nancy McLemore, Jon Malone, Andrew Yeager, Stephen Bisaha, Richard Banks, Kyra Miles

10/17-21/22 Alabama Broadcasters Association Virtual Job Fair:

The ABA Virtual Job fair had 1144 unique visitors during the 5 day event.

This Virtual Fair included the WBHM positions:

Broadcast Engineering Tech Sr., and WBHM's Reflect

Alabama Fellowship. WBHM received 8 inquiries and Resumes'

10/19-23/2022 The Moth Pop-Up Porch-In-Person-The Moth Pop-Up Porch parked a tiny home at Railroad Park. The Moth Pop-Up Porch visited Birmingham to assist the community with sharing their own stories, listen to the stories of others, meeting Moth directors, and instructors, and engage with storytelling enthusiasts from the Birmingham area **OR**

11/14/22- Community Engagement Committee Meeting (Jon, Karma, Andrew, Caroline, Will, & Andrea) -in person- Meet of committee to discuss Community Initiatives and Outreach **ST**

**The following listings are a record of WBHM Employee's (ALL STAFF)
Group training Seminars/Webinars:**

4/20/2022 Cultural Awareness Building Blocks-in person training-Cultural Awareness Building Blocks provides the framework for gaining a nuanced understanding of the various meanings and the potential impact of, diversity in higher education and the workplace. **ST**

5/13/2022 Unconscious Bias Training-in-person training-Bias is a "personal, sometimes unreasoned judgement" that can provide unconscious and often erroneous information. Understanding how our personal and cultural biases influence our decision-making and interpersonal interactions is an important step to reducing unconscious bias.

7/26/2022 Performance Evaluation: Planning and Conversations for Managers-Virtual-An offering covering UAB's overall strategy for Performance Management; includes planning, feedback, conversation recommendations, and action steps to submit an annual evaluation form. UAB's overall strategy for Performance Management; includes planning, feedback, conversation recommendations, and action steps to submit an annual evaluation form. Attended by Leadership Team **PD**

7/29/2022 Safe Zone ODEI Training-in-person training-The Safe Zone program offers LGBTQ (Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning) awareness training is designed for all UAB faculty and staff. **ST**

8/23/2022 DISC Assessment-in person training-The DISC Behavior Insights Model is a remarkable tool for understanding yourself and others. The desired results of our workshop are better self-awareness, communications that are more effective, improved motivation and performance enhancement - both on a personal and team level. **MIO**

8/25/2022 Bystander Intervention-in person training-Bystander behavior has been the focus of social psychological research for over four decades. Originally developed to reduce the

incidence of sexual assault and sexual violence on college campuses, the bystander model is now also used for noticing and intervening with harassing behaviors related to bullying and discrimination of all kinds.

10/10/2022 Bystander Intervention Part 2-in person training-Part 2 of Bystander Intervention

The WBHM News Team participated in these Training opportunities as a group:

10/4/22 WBHM News Retreat

The following listings are a record of WBHM Employee's Training, Individual Outreach, Mentoring and Professional Development that are part of the WBHM EEO Program.

Key for type of Training, Outreach (OR), Professional Development (PD), Staff Training (ST) or Mentoring/Individual Training (MIO)

Sabrina Balch, Membership Manager WBHM attended the following outreach conferences and training Seminars/Webinars..

11/12/2021 monthly recurring-Public media for all cohort calls-zoom-Nationwide PMFA Cohort, Monthly cohort for DEIA discussions **PD**

3/16-17/2022 Momentum Conference, in-person-conference Women's Leadership Conference **PD**

3/21/2022 Cultural Awareness Building Blocks-Instructor Led zoom meeting Cultural Awareness Building Blocks provides the framework for gaining a nuanced understanding of the various meanings and the potential impact of, diversity in higher education and the workplace. The session explores the impact of identities in workplace interactions and relationships, and presents strategies and resources to better navigate and embrace cultural difference. Cultural Awareness Building Blocks is the foundational session in in the series of four classes required

to achieve the Diversity, Equity and Inclusion Certificate, and/or the faculty CTL Global Awareness Certificate. **PD**

3/30/2022 Inclusive Language Training-instructor led zoom The Inclusive Language course is the first course in the Beyond Building Blocks Learning Plan. The Cultural Awareness Building, Unconscious Bias, Bystander Intervention, and Safe Zone are prerequisites for this course. **PD**

3/31/2022 Bystander Intervention instructor-led zoom Bystander behavior has been the focus of social psychological research for over four decades. Originally developed to reduce the incidence of sexual assault and sexual violence on college campuses, the bystander model is now also used for noticing and intervening with harassing behaviors related to bullying and discrimination of all kinds. Bystander Intervention is the fifth in the series of five classes required to achieve the Diversity, Equity and Inclusion Certificate, and/or the faculty CTL Global Awareness Certificate. **PD**

4/1/2022 WBHM Equity Committee meeting-In person **ST**

4/6/2022-monthly recurring-Public media for all Small Peer Group-Zoom Peer group with BPR, Marfa, Moab, WYSO: Small station peer groups for DEIA conversations. **PD**

4/19/2022 Greater Public Planned Giving Roundtable-Zoom-Conversations about planned giving at a small station-Roundtable discussion **PD**

7/26/2022 Performance Evaluation: Planning and Conversations for Managers A virtual offering covering UAB's overall strategy for Performance Management; includes planning, feedback, conversation recommendations, and action steps to submit an annual evaluation form. **PD**

7/27/2022 Webinar: Fall 2022 On-Air Fundraising Kick-off. **PD**

8/2/2022-9/30/2022 Greater Public On-Air Fundraising workshop virtual training In this workshop, you will develop the skills you need to conduct an on-air fundraising campaign. You will work with the tools and resources necessary to help you build a strong on-air fundraising plan and create engaging, listener-centered messaging to attract, retain and develop your station donors. **PD**

12/10/2022 Graduate Class-Diversity: Politics, Policy, and Practice-virtual Part of the UAB DEIA Graduate Certificate Program

Diana Beattie, Sustaining Membership Coordinator attended the following outreach conferences and training Seminars/Webinars.

12/21/2021 Allegiance Major Donor module training, zoom Training for the new major donor module in Allegiance Module training **ST**

3/16-17/2022 Momentum Conference, in-person-conference Women's Leadership Conference **PD**

3/31/2022 Bystander Intervention instructor-led zoom Bystander behavior has been the focus of social psychological research for over four decades. Originally developed to reduce the incidence of sexual assault and sexual violence on college campuses, the bystander model is now also used for noticing and intervening with harassing behaviors related to bullying and discrimination of all kinds. Bystander Intervention is the fifth in the series of five classes required to achieve the Diversity, Equity and Inclusion Certificate, and/or the faculty CTL Global Awareness Certificate. **PD**

4/1/2022 WBHM Equity Committee meeting In person **ST**

4/12/2022 Introducing Contact Preferences-Webinar-Allegiance training for new contact preferences **ST**

7/18-21/2022 PMDMC -In Person Conference with meetings pertaining to the future of fundraising, NPR's new initiative, DEI and many other topics . Public media's largest conference devoted to issues surrounding revenue generation, marketing, and management. **OR PD**

7/27/2022 Webinar: Fall 2022 On-Air Fundraising Kick-off. **PD**

9/21/2022 Q2 2022 State of the System-Live Webinar-Discussion of this years fundraising efforts for stations across the country. **PD**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and

organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

Stephan Bisaha, Wealth and Poverty Reporter, attended the following outreach conferences and training Seminars/Webinars

11/5/2021 Guaranteed Mentor Chat-Zoom-As part of NPR's Storylab podcast incubator, mentors assigned to our project consulted with us. **PD**

11/5/2021 Practice Pitch Session-Zoom-As part of NPR's Storylab podcast incubator, we practiced pitching our series with NPR's Lauren Gonzalez. **PD**

11/8/2021 Guaranteed Mentor Chat-Zoom-As part of NPR's Storylab podcast incubator, mentors assigned to our project consulted with us. **PD**

12/13/2021 Vocal Training With Jessica Hansen-Google Hangouts-NPR's Jessica Hansen provided vocal training for Stephan Bisaha. **PD**

1/28/2022-4/5/2022 Local Lives Story Training-Zoom-Training sessions for live local storytelling in preparation for Gulf States Newsroom live event. **ST**

3/3/2022-3/10/2022 Audio Stuff-Zoom-Adobe Audition training to help reporters with mixing. **ST**

9/21/2022 Jessica Hansen Vocal Training-Google Hangouts-NPR's Jessica Hansen provided vocal training for Stephan Bisaha. **PD**

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11/12/2021 Storylab Workshop Final Presentations Zoom As part of NPR's Storylab podcast incubator, we presented our series to NPR staff. **PD**

11/19/2022 Storylab Workshop Debrief-Zoom-To wrap up NPR's Storylab podcast incubator, we debriefed about the process. **PD**

William Dalhberg, Executive Director WBHM attended the following outreach conferences and training Seminars/Webinars.

12/21/2021 Allegiance Major Donor module training, zoom Training for the new major donor module in Allegiance Module training **ST**

1/18/2022 Station Activity Survey Training (TV and Radio)-Webinar-CPB Compliance refresher on our annual activity survey. A practical how-to session on accurately completing the SAS survey. Attendees will be led through ALL sections of the SAS survey and discuss the types of employment, salary, governing board and other information to be reported. During the session, the instructor will highlight modifications that have been made to this year's survey. **PD**

3/16/2022 NPR's Office of Policy & Representation Presentation-Webinar-Policy webinar for important updates on compliance in our industry."Eastern Regional Public Media hosted a webinar. We spent an hour with NPR's newest VP, Government & External Affairs, Marta McLellan Ross. Known as NPR's Office of Policy & Representation, Marta's department provides representation for Member stations on legislative and regulatory matters. They are responsible for creating a legislative, regulatory and grassroots environment that enhances the public radio system. **ST PD**

3/23/2022 How To Make Decision Making More Inclusive and Effective-Webinar-A webinar on making more inclusive decisions. "Description: Your success as an organization, as a leader or team, depends on how well you make decisions. And, to be effective, the decision process has to be more inclusive.

During this webinar we'll dive into five ways nonprofits can make decision making more inclusive—and effective:

1. Map roles for key decisions and make sure you're hearing the full range of perspectives
2. Push the decision to the right level of the organization
3. Set up new decision makers for success
4. Up your game on authentic input
5. Explicitly consider the equity implications of the decision.

This webinar is presented by Bridgespan's Mike Ciccarone and Preeta Nayak, and features guest speaker Markita Morris-Louis, (CEO, Compass Working Capital), Alicia Robinson (Senior Partner, Talent, Coaching & Culture, The Equity Lab), and Mandy Taft-Pearman (Partner and Chief Strategy Officer, The Bridgespan Group). **ST PD**

5/3/2022 Bookstore interview-In person- Interview with Catherine Burns, Artistic Director of The Moth. Interview Catherine Burns, Artistic Director of The Moth at Thank-You Books about the book "How to Tell a Story". An event free and open to the public. **OR**

7/27/2022 Webinar: Fall 2022 On-Air Fundraising Kick-off. **PD**

7/31/2022-8/2/2022 Station Resource Group Retreat -in person -Attended the conference/retreat for the Station Resource group and spoke on a panel about culture change: Public radio's leading stations sharpen their operations and shape their vision by working together as members of the Station Resource Group.

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

Miranda Fulmore, Morning Edition Host attended the following outreach conferences and training Seminars/Webinars

1/27/22 NPR Digital Analytics Webinar

9/9/2022 Signature Sound Voice Coaching Session Google meet Group session including physical exercises on using your body when voicing. Group session including physical exercises on using your body when voicing. **ST**

9/16/22 Signature Sound Voice Coaching One-On-One Training Session With Jessica Hansen

Irmon Kirt Business Officer 1 attended the following outreach conferences and training Seminars/Webinars.

8/11/2022 Budgeting & Forecasting for Public Media Leaders Webinar-Zoom-Budgeting & Forecasting **PD**

Jon Malone, Audio Engineer attended the following outreach conferences and training Seminars/Webinars.

9/30/2022 Gave tour to contest winner, In person-We had a winner from the Magic City Pop-up Market, Ms. Mary Rugano. She came in to pick up her swagbag and received a tour of the station **OR**

11/7, 8, 9, 10, 14, 15, 16, 17/22 Allegiance Traffic and Log Training. In house training with Director of Corporate Giving **PD**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

11/18/2021 Java and Journalism-How to Measure Newsroom Impact with Lindsay Green-Barber, Impact Architects-Webinar-Lindsey Green-Barber of Impact Architects will be joining us for our November Java and Journalism to talk about how newsrooms can measure and evaluate their work. Lindsey is the person who can help you answer that pesky evaluation grant question. Hear about some best practices and tools for create/revising your evaluation work. **PD**

Mary Scott Hodgin, Reporter/ Health and Science/Podcast Host attended the following outreach conferences and training Seminars/Webinars

1/13/2022 Leadership Birmingham Panel on COVID-19-Zoom Discussion about COVID-19 outbreak and updates. I facilitated a panel discussion with local health experts for Leadership Birmingham **OR**

6/21-25/2022 Public Media Journalists Association Conference. Annual conference of the Public Media Journalists Association: conference with speakers and discussion sessions from the Public Media Journalists Association **PD**

8/28/2022 Sidewalk Film Festival-Podcast Discussion Event-Hosted a festival event about "Deliberate Indifference" Podcast. Question and answer based discussion with audience. **OR**

9/9/2022 David Matthews Center for Civic Life-Panelist-Panel discussion about trust in journalism. Spoke on a panel about journalism and the importance of a free press. **OR**

10/1/2022 Independent Presbyterian Church-panel-Facilitated a panel discussion about criminal justice reform. Discussion before an audience at Independent Presbyterian Church in Birmingham. **OR**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

11/15/2021 Global Ties Edward Murrow Presentation-zoom-Media Responsibility in an Age of Disinformation: A Multi-Regional Project. Mary Scott Hodgin poke to a group of international journalists about media accountability, covering COVID-19 and investigating state prisons.

Michael Krall, Program Director attended the following outreach conferences and training Seminars/Webinars

11/12/2021 monthly recurring-Public media for all cohort calls-zoom-Nationwide PMFA Cohort, Monthly cohort for DEIA discussions **PD**

1/5/2022 Guest on podcast: That's Not Spit It's Condensation-Podcast (audio)Informal discussion and musical breakdown about what makes the second movement of Dvorak's 9th symphony great. Outreach & Recruitment Informal discussion and musical breakdown about what makes the second movement of Dvorak's 9th symphony great. **OR**

1/19/2022 Analyzing CES 2022: The Impact of Technology & Innovation on Broadcast Radio-Zoom-A roundup from this year's Consumer Electronics Show. In this webinar, you'll learn the impact will tech have on radio in the new year, including automotive (autonomous, electrification, dashboards), robotics, artificial intelligence, voice, tech trends & marketing.

ST

1/19/2022 Fall 2021 Radio Trends From PPM Markets-Zoom-COVID-19 has now been around for two years, and it has absolutely influenced the last seven quarters of radio ratings. Join RRC for a look at the last two years of radio listening across 45 PPM markets. Fall 2021 was a good quarter for radio, overall. Was it a good quarter for your program, station and format? **PD**

3/2/2022 UAB art students used UAB Vehicle Donation/Painting-In person-A WBHM listener donated a vehicle to WBHM but prior to being towed away, the vehicle as a canvas to practice their painting/stenciling skills. **OR**

4/1/2022 WBHM Equity Committee meeting In person **ST**

4/6/2022-monthly recurring-Public media for all Small Peer Group-Zoom Peer group with BPR, Marfa, Moab, WYSO: Small station peer groups for DEIA conversations. **PD**

5/3/2022 Bookstore interview-In person- Interview with Catherine Burns, Artistic Director of The Moth. Interview Catherine Burns, Artistic Director of The Moth at Thank-You Books about the book "How to Tell a Story". An event free and open to the public. **OR**

5/11/2022 Station tour-In-person-Station tour for WBHM listener Lee Irwin. **OR**

8/29/2022-9/1/2022 Public Radio Content Conference 2022-In person-Professional conference featuring high-level presentations, discussions of national importance, professional development, training opportunities and networking with colleagues. **ST PD**

9/9/2022 Signature Sound Voice Coaching Session Google meetGroup session including physical exercises on using your body when voicing. Group session including physical exercises on using your body when voicing. **ST**

9/28/2022 Voice coaching with Jessica Hansen-Google meet-A continuation of training from 9/9 in an individual training session. **ST** Signature Sound Voice Coaching Session

10/19-23/2022 The Moth Pop-Up Porch-In-Person-The Moth Pop-Up Porch parked a tiny home at Railroad Park. The Moth Pop-Up Porch visited Birmingham to assist the community with sharing their own stories, listen to the stories of others, meeting Moth directors, and instructors, and engage with storytelling enthusiasts from the Birmingham area **OR**

10/26/2022 Public Radio Listening Insights: Fall 2022-Zoom-In order to equip your teams with critical information leading into a busy election season and end of the year, NPR will be sharing out broadcast ratings and streaming trend updates from Spring 2022. Attendees will receive a comprehensive overview of listening data as well as actionable promotional strategy suggestions and updates from members of the NPR News team on upcoming newsmagazine plans. **PD**

Darrell McCalla, WBHM Director of Technology attended the following conferences and training Seminars/Webinars. Between 12/21 and 11/22

4/20-25/22 PREC Conference, in Person-On behalf of the Association of Public Radio Engineers Board of Directors, We've also learned to use new technology to gather and continue to share ideas and the knowledge we are always discovering. Networking is important. PREC is a gathering of like-minded people bouncing ideas and projects off each other, a source of innovation that spreads to serve the public radio community.

At the PREC our reach is extending; many of our attendees this year are virtual. This year we also expanded our scholarship program to include eleven recipients, made possible by the support of our generous sponsors and smart logistic arrangements. Welcome new engineers from the PRSS training program. You are going to learn about innovations that that will elevate content delivery. You will make new connections with other experts in your field. This is where our engineering heritage meets with new ideas, product offerings and kinship. Darrell McCalla is a Member of the Board and serves as Secretary.

On Demand Seminars from the SBE

Managing a Project and Outside Contractors for Success

Mike will deal with topics from a station's viewpoint. It begins with the "why" we have a contract, advances to discussing the various types of contracts available, the necessity of keeping good, valid records of contracted service, security, and review of services received. At the conclusion of the discussion the attendees should be able to identify the types of contracts, the purposes of them, and how good, effective control and record keeping will aid in enhancing the stations' bottom line. Instructor Mike Seaver

Cybersecurity for Remote Transmitter Sites

This presentation explains how broadcast engineers can effectively integrate remote transmitter site operation including studio, NOC and field access while keeping the IT department happy. Topics covered include: the impact of cybersecurity breaches; specific vulnerabilities to IoT devices; why off-the-shelf-solutions fail; the need for science; how business and tech can coexist safely; why NOCs create special challenges; and how to choose cloud vs on-premises. Instructor: Peter Burk, President, Burk Technology

HD Radio Advancement and Trends

This webinar will review some of the newest HD Radio features (Artist Experience, Data Services via HD Radio) and implementation of HD Radio in the automotive space. Most automotive manufacturers are including HD Radio in their latest vehicles. We will discuss the receivers that already supporting this technology to give background on what support is out there, and what is on the horizon. Instructor – Alan Jurison, CSRE, AMD, DRB, CBNE

Streaming Radio: a Tutorial for Broadcasters

Streaming radio stations these days are far more complicated than in the past. Whether you're considering streaming for the first time, or looking to upgrade your streaming product, Chris Tarr takes you through all the things you need to consider, from choosing a streaming provider, sending metadata, royalty payments, service for mobile devices and more. Instructor – Christopher Tarr, CSRE, DRB, CBNT

Supply Chain Challenges

From empty car lots, to delayed shipments, to longer lead times on equipment and repair parts, it's not a secret that these challenges (parts/module shortages and longer lead times) are being faced worldwide. This webinar discusses the challenges and offer solutions that can be implemented to ease the pain. This session addresses those issues – looking at some of the root causes and what manufacturers all over are doing to try to minimize impact as much as possible

Instructor: Jeff Welton, CPBE, Nautel

Transmitter Site Safety

Nautel presents this webinar that will cover various aspects of safety at the transmitter site. During this webinar, you will learn, steps that can be taken to reduce, avoid or eliminate hazards as well as about various items of Personal Protective Equipment (PPE) and the situations that require them. You will learn approaches to use to show value when talking to management.

Instructor: Jeff Welton, CPBE, Nautel

Virtualization: How It Applies to Your Infrastructure

Virtualization has been around for years, yet some companies still aren't utilizing it. Is it due to the thought of needing IT staff on premise, the potential cost, the fear of the unknown, or something else? Virtualization products available are now in a very mature phase and ready to be used to help you minimize physical infrastructure. Listen as Erik Sheldon, Sr., systems administrator, Hope Media Group in Houston, TX, describes virtualization and how your can

choose what's right for you in your infrastructure. Instructor: Erik Sheldon, Sr. Systems Administrator

FCC Compliance: Preparing Your Station for a Violation-Free New Year

This webinar is not so much a review of 2022 but instead a look-ahead to the compliance issues that broadcast engineers should think about as the calendar turns to 2023: EAS functionality and testing, technical record keeping, station identification, tower lighting & marking, C-band dish reimbursement, license accuracy, online public inspection files, etc. Instructors: Steve Hartzell, Esq., Brooks Pierce

Kyra Miles, Report for America Education Reporter attended the following outreach conferences and training Seminars/Webinars

2/12-14/2022 EWA New to the Beat Workshop 3 day workshop Education Writers Association workshop for Education beat rookies in DC. **PD**

7/24-26/2022 EWA 75th National Seminar-Conference for education writers across the country to share information and ideas. **PD**

9/17-23/2022 Fulbright Germany: Berlin Capital Program-In person Seminar-A series of seminars in Berlin to discuss German politics and transatlantic media. **PD**

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Priska Neely, Gulf States Newsroom Managing Editor, attended the following outreach conferences and training Seminars/Webinars

11-11-2021 Speaking to UAB Public Service Class, In-person Q&A Speaking to UAB students about the role of public service journalism. **OR**

2/3/2022 Georgetown Journalism 101 Class-Zoom-Spoke to Georgetown Journalism 101 class about careers in public media, WBHM and the Gulf States Newsroom **OR**

12/7/2021 Speaking to CUNY journalism students-Zoom Speaking to CUNY journalism students and grad students in an investigative journalism class at City University New York about the Gulf States Newsroom and careers in public media. **OR**

1/21/2022 Your Future Fridays Zoom UAB series - Your Future Fridays is focused on helping students realize that there are many transferrable skills they are learning in their current roles and many career paths in and near media besides traditional journalism. **OR**

2/8/2022 UAB Women and Media -In-person-Spoke to Joe Kennedy's class on Women and Media at UAB during their unit on journalism **OR**

2/14/2022 Career Chat Medill Audio Reporting Grad Students-Zoom grad students at Medill at Northwestern and offered advice on getting started in public radio **OR**

4/7/2022 UA Media Day-In-person-On a panel with others in media for UA's Media Day for college and grad students **OR**

6/10/2022 Multicultural Journalism Workshop Tour-Tour and talk at the station- High school students with the University of Alabama's Multicultural Journalism Workshop will be visiting the WBHM studios. Priska Neely will be speaking to them about careers in public radio and the Gulf States Newsroom. **OR**

6/23-25/2022 Public Media Journalists Association conference-in person-Attended the conference and gave a speech accepting award for Editor of the Year **PD, OR**

7/1/2022-Breakthrough Birmingham Career Day-in person-Career Day for Breakthrough Birmingham which strives to reverse educational inequity by providing free, year-round, high quality, multi-year programs for middle and high school students. As a proud member of the Birmingham community, we constantly strive for equity and seek to create opportunities for our families. **OR**

7/14/2022 Alabama Media Professionals speech-in person-Featured speaker for the monthly meeting of nonprofit professional organization for communications/media professionals in Alabama. **OR**

7/14/2022 How to Win at Public Speaking-Zoom-Priska was a panelist during a session giving advice about being a panelist, moderator or public speaker ahead of conference season put on by URL Media. **OR**

7/31/2022-8/2/2022 Station Resource Group Retreat -in person -Attended the conference/retreat for the Station Resource group and spoke on a panel about culture change: Public radio's leading stations sharpen their operations and shape their vision by working together as members of the Station Resource Group.

8/3-6/2022 National Association of Black/Hispanic Journalists Convention-in person -Attended the National Association of Black/Hispanic Journalists Convention and worked the career fair. Priska Neely delivered the keynote speech for the Think.Public.Media reception **ST, PD, OR**

9/1/2022-12/31/2022 AIR New Voices Mentor -Zoom, calls, texts-AIR identifies and cultivates a diverse roster of early-career talent to arm them with the skills to better understand their role as mission-driven storytellers and emerge with a clearer picture of how they can catalyze change within the industry. Priska served as a mentor for an up and coming journalist participating in the Association of Independents in Radio for four months **OR**

10/14/2022 The first 90 days for managers-Zoom-Onboarding is a critical component of a sound retention strategy. Our speakers will provide actionable advice to help you set a roadmap for the successful onboarding of your new employee and answer your questions. **OR and PD**

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11/15/2022 UAB Public Service Class Tour and Talk -in person station tour -Priska Neely spoke to students in a UAB class on public service journalism and gave them a tour of the station. The students were very engaged and asked questions. She gave a presentation in this class last year as well. **OR**

Amasico Rainer, Corporate Account Executive attended the following outreach conferences and training Seminars/Webinars

11/3/2021 Sales Training Cohort for Community Radio Virtual Cohort training with Beverly James-Sales Training Cohort for Community Radio **PD**

11/10/2021 Sales Training Cohort for Community Radio Virtual Weekly Sales Training Cohort for Community Radio with Beverly James **PD**

12/1/2021 Weekly Sales Training Cohort for Community Radio with Beverly James-Virtual Weekly Sales Training Cohort for Community Radio with Beverly James **PD**

2/23/2022 Sales Cohort with Beverly James Zoom Group check in from the Sept-Dec 2021 cohort of corporate support executives **PD**

Cody Short, Local Government & Communities Reporter attended the following outreach conferences and training Seminars/Webinars

6/13-14/2022 Criminal Justice CUNY School of Journalism workshop 2 day classes of panels and visual presentation-It was two days of learning how to search through court records and how to request public records in order to advocate for communities that are seeking justice through our criminal system. As the local government and communities' reporter, this workshop helped me better understand how I can be a better advocate for people who are looking to get answers from the criminal justice system. It also taught me how to be a more thorough journalist when I am researching through long stacks of documents and to rethink my line of questions when trying to search for answers. **PD**

6/21-25/2022 Public Media Journalists Association Conference. Annual conference of the Public Media Journalists Association: conference with speakers and discussion sessions from the Public Media Journalists Association **PD**

9/9/2022 Signature Sound Voice Coaching Session Google meet Group session including physical exercises on using your body when voicing. Group session including physical exercises on using your body when voicing. **ST**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

Caroline Lopez-Spears , Director Corporate Development attended the following outreach conferences and training Seminars/Webinars

11/12/2021 monthly recurring-Public media for all cohort calls-zoom-Nationwide PMFA Cohort, Monthly cohort for DEIA discussions **PD**

3/16-17/2022 Momentum Conference, in-person-conference Women's Leadership Conference
PD

3/30/2022 Inclusive Language Training-instructor led zoom The Inclusive Language course is the first course in the Beyond Building Blocks Learning Plan. The Cultural Awareness Building, Unconscious Bias, Bystander Intervention, and Safe Zone are prerequisites for this course. **PD**

3/31/2022 Bystander Intervention instructor-led zoom Bystander behavior has been the focus of social psychological research for over four decades. Originally developed to reduce the incidence of sexual assault and sexual violence on college campuses, the bystander model is now also used for noticing and intervening with harassing behaviors related to bullying and discrimination of all kinds. Bystander Intervention is the fifth in the series of five classes required to achieve the Diversity, Equity and Inclusion Certificate, and/or the faculty CTL Global Awareness Certificate. **PD**

4/1/2022 WBHM Equity Committee meeting-In person **ST**

4/6/2022-monthly recurring-Public media for all Small Peer Group-Zoom Peer group with BPR, Marfa, Moab, WYSO: Small station peer groups for DEIA conversations. **PD**

5/26/2021 Spring Training: Great Copy-Zoom-Sponsorship copy script techniques. **PD**

7/18-21/2022 PMDMC -In Person Conference with meetings pertaining to the future of fundraising, NPR's new initiative, DEI and many other topics . Public media's largest conference devoted to issues surrounding revenue generation, marketing, and management. **OR PD**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

Jon Malone, Audio Engineer attended the following outreach conferences and training Seminars/Webinars.

9/30/2022 Gave tour to contest winner, In person-We had a winner from the Magic City Pop-up Market, Ms. Mary Rugano. She came in to pick up her swagbag and received a tour of the station **OR**

11/7, 8, 9, 10, 14, 15, 16, 17/22 Allegiance Traffic and Log Training. In house training with Director of Corporate Giving **MIO PD**

11/10/2022 PUBLIC MEDIA FOR ALL DAY OF ACTION-LIVE WEB EVENT AND IN PERSON AT WBHM CONFERENCE ROOM We are a diverse coalition of public media workers, led by people of color. We are raising awareness of the negative effects of a lack of diversity, equity and inclusion in public media, and sharing solutions for individuals and organizations. Diversity, equity and inclusion at every level and in every facet of public media is essential for ensuring meaningful service to all. **ST, PD**

Karma Tolliver, Corporate Account Executive attended the following outreach conferences and training Seminars/Webinars-

11/3/2021 Sales Training Cohort for Community Radio Virtual Cohort training with Beverly James-Sales Training Cohort for Community Radio **PD**

11/10/2021 Sales Training Cohort for Community Radio Virtual Weekly Sales Training Cohort for Community Radio with Beverly James **PD**

11/26/2021 Tapscan Training-Virtual TAPSCAN 203: Advanced Scarborough Reports **PD**

12/1/2021 Weekly Sales Training Cohort for Community Radio with Beverly James
Virtual Weekly Sales Training Cohort for Community Radio with Beverly James
PD

1/13/2022 Mentoring with Lesli Blount Virtual Mentoring session **PD**

1/16/2022 PRADO Watercooler Series: Underwriting Prospecting Virtual PRADO Watercooler Series: Underwriting Prospecting **PD**

1/27/2022 Mentoring with Lesli Blount, Virtual-Bi-weekly mentoring sessions with Lesli Blount **PD**

2/10/2022 Funkentelechy: Toward a Black Vernacular Rhetoric of Technology Zoom
Exploration of Black voices in technology, **PD**-Through rhetoric and Black vernacular, thinking more broadly on how Black people consume technology. Rejecting method to get to something by co-inquiring with the community.

2/10/2022 Bi-weekly mentoring session with Lesli Blount-Virtual **PD**

2/22/2022 Work Smart: Public Media Sponsorship Training for Newcomers Virtual Work
Smart: Public Media Sponsorship Training for Newcomers with Laura Landress **PD**

2/23/2022 Sales Cohort with Beverly James Zoom Group check in from the Sept-Dec 2021 cohort of corporate support executives **PD**

2/28/2022 1:1 with Laura Landress Virtual **PD**

3/1/2022 Sponsorship Training Class, Corporate support account executives or managers who are new or in their first year working in public media sponsorship. Professionals with previous sales experience outside of public media will benefit from this specialized training that focuses on the unique attributes of public media sponsorship. **PD**

3/8/2022 Work Smart: Public Media Sponsorship Training for Newcomers with Laura Landress, Virtual **PD**

3/10/2022 Mentor chat with Lesli Blount, Virtual **PD**

3/16-17/2022 Momentum Conference, in-person-conference Women's Leadership Conference **PD**

3/22/2022 Work Smart: Public Media Sponsorship Training for Newcomers, zoom- Greater Public Training, Corporate support account executives or managers who are new or in their first year working in public media sponsorship. Professionals with previous sales experience outside of public media will benefit from this specialized training that focuses on the unique attributes of public media sponsorship. **PD**

3/24/2022 Business Research Toolkit Certification Virtual Business Research Toolkit
Certification Learning to use University database for business research. Received certification **PD**

3/15, 22, 23, 29/2022 Work Smart: Public Media Sponsorship Training for Newcomers with Laura Landress Virtual **PD**

3/30/2022 Current: Leading the way with DEI Virtual a conversation with two people leading the charge: Whitney Maddox, DEI Manager at NPR, and Kim Salvaggio, Chief DEI Officer at Rocky Mountain Public Media. **PD**

3/31/2022 TAPSCAN 309: Recruitment - One Sheet Workshop Virtual **PD**

4/1/2022 1:1 with Laura Landress Virtual **PD**

4/1/2022 WBHM Equity Committee meeting In person **ST,**

7/18-21/2022 PMDMC -In Person Conference with meetings pertaining to the future of fundraising, NPR's new initiative, DEI and many other topics . Public media's largest conference devoted to issues surrounding revenue generation, marketing, and management. **OR PD**

8/28/2022 Sidewalk Film Festival-Podcast Discussion Event-Hosted a festival event about "Deliberate Indifference" Podcast. Question and answer based discussion with audience. **OR**

9/30/2022 Gave tour to contest winner, In person-We had a winner from the Magic City Pop-up Market, Ms. Mary Rugano. She came in to pick up her swagbag and received a tour of the station **OR**

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Andrew Yeager, Managing Editor WBHM News attended the following outreach conferences and training Seminars/Webinars

11/5/2021 Talk to third graders at Advent Episcopal School-In-person presentation-Talk and demonstration about radio reporting given to third graders at Advent Episcopal School in Birmingham. **OR**

12/1/2021 Build a Better Internship Program-Webinar presented by the Public Media Journalist Association Professional Development. The Public Media Journalist Association presented a webinar about how to design better programs for interns. **ST** Andrew Yeager Andrew Yeager

3/3/2022 Newsletter Strategy for Public Media-Webinar offered by America Amplified about developing better newsletters. **PD**

3/8/2022 7+ Steps to Better Leadership Skillsets Webinar Leadership training offered by the Alabama Broadcasters Association. Webinar which offered practical tips for managing and leading a workplace. **PD**

3/8/2022 Secrets of Successful Local Podcasts-Webinar by the Public Media Journalist Association about podcast. Webinar covered ways to enhance locally produced podcasts. **PD**
Andrew Yeager

3/11/2022 Powerful Audio Storytelling with Marianne McCune-Webinar Training about how to use audio in stories. Training with former NPR and WNYC reporter Marianne McCune about effective use of audio in stories. **PD**

4/19/2022 Lessons from a Sustainable Local News Startup-Webinar hosted by the Public Media Journalists Association. Discussion covered how a small, online-only news site in Ohio has tried to adapt to changing tastes and technology

5/10-20/2022 Media Manager Training-Virtual Meeting-Two-hour daily classes for media managers from trainer Jill Geisler **PD**

6/21-25/2022 Public Media Journalists Association Conference. Annual conference of the Public Media Journalists Association: conference with speakers and discussion sessions from the Public Media Journalists Association **PD**

7/12/2022 Becoming a News Go-To-Webinar-Training from the Public Media Journalists Association. Discussion focused on how three public media stations worked to expand their reach on online **PD**

10/28/2022 Patrick Madden on using PACER and also getting state-level court docs-Webinar-Gulf States Newsroom webinar on using court documents. Webinar by WWNO news director Patrick Madden on finding and using court documents in reporting. **PD**

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Richard Banks, ATC Host attended the following outreach conferences and training Seminars/Webinars.

9/9/2022 Signature Sound Voice Coaching Session Google meet Group session including physical exercises on using your body when voicing. Group session including physical exercises on using your body when voicing. **ST**

9/16/2022 Voice coaching with Jessica Hansen –Zoom-Techniques for healthy use of voice. One three-hour session, involving whole-body prep for use of the voice, as well as techniques more specific to the "voice box." Another one-hour session, focused only on me and my specific needs. **PD**

Andrea Owens, GSNR Business Officer attended the following outreach conferences and training Seminars/Webinars.

3/16-17/2022 Momentum Conference, in-person-conference Women's Leadership Conference **PD**

Rashah McChesney, GSNE Managing Editor attended the following outreach conferences and training Seminars/Webinars.

6/7/2022 How Not To Get Sued (For Journalists) Zoom A training on the legal aspects of media publishing. Cross-training with the Midwest Newsroom collaborative. **PD**

6/16/2022 En Hora Buena: A conversation with Maria Hinojosa –Zoom-A conversation about the challenges of working in journalism as Hispanic women. **PD**

6/22-24/2022 SRCCON Zoom SRCCON ("We say it "Source con." You can say it however you want!") is a participant-led conference from OpenNews for journalists who want to transform their work, their organizations, and their communities. The SRCCON program is focused on the practical challenges that news technology and data teams encounter every day. **PD**

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Nancy McLemore, Announcer attended the following outreach conferences and training Seminars/Webinars.

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Zoe McDonald, Multimedia Producer attended the following outreach conferences and training Seminars/Webinars.

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