

EEO PUBLIC FILE REPORT

This Report covers the reporting period August 1, 2019 – July 31, 2020

1) Employment Unit: Santa Monica Community College District (“SMCCD”)

2) Unit Members (Stations and Communities of License):

KCRW(FM), Santa Monica, CA (Facility ID 59086)
KCRU(FM), Oxnard, CA (Facility ID 59085)
KCRY(FM), Mojave, CA (Facility ID 59092)
KCRI(FM), Indio, CA (Facility ID 59087)
KDRW(FM) Santa Barbara, CA (Facility ID 69085)
KERW(FM) Los Osos-Baywood Park, CA (Facility ID 63523)

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone: (424) 538-8500
Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Contact Person/Title: Jennifer Ferro, President
	E-mail Address: Jennifer.ferro@kcrw.org

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

There were no full-time job openings or hires in the 2019-2020 reporting year. As such, no jobs were posted.

5) Recruitment Sources Used to Fill Each Vacancy. As stated above, there were no full-time hires during the reporting period. Therefore, there are no data to report with respect to the number of persons referred by SMCCD’s recruitment sources.

6) Total Number of Interviewees Referred. With no full-time job openings, SMCCD did not interview any candidates for full-time vacancies.

7) Supplemental Recruitment Initiatives. The supplemental recruitment initiatives undertaken by SMCCD during the period covered by this report are set forth below:

*a) Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Santa Monica College Student Internship Program

SMCCD makes available 5-10 internship opportunities for all areas of radio station operations, including producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Interns come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry.

Summer Internship Program

High school and college students apply to participate in the KCRW Summer Internship Program that runs from June - September. This marketing internship exposes students to all of the areas involved in public broadcasting. Interns receive monthly visits and talks from various members of KCRW explaining their work and answering questions. Interns also work directly with various departments in the operation. In August and September, 2019, 59 college and high school students interned with KCRW.

*b) Participated in job banks, internet programs, and **other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Volunteer Program

SMCCD maintains an active volunteer program with over 100 weekly participants. Volunteers actively work in every area of broadcast operations. The program is available to all interested participants. The volunteers come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will work in that area. (Note: Program suspended due to COVID mitigation measures and County order as of March 13, 2020.)

*c) Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

In-House Pro Tools Training

An on-going series of workshops available for all employees to enhance their skills and knowledge around audio editing and provide them skills to move into new jobs at KCRW. These take place monthly.

*d) Established a **mentoring** program for station personnel.*

Report LA Fellowship

This grant-funded program provides a full time salary with intense training and mentoring program to two early-career journalists from underrepresented backgrounds into public radio. The cohort learns to write, edit, collect sound, tell stories and produce public radio. At the end of their Fellowship, the cohort receives help with job placement in the public radio industry. The program started September, 2019.

*e) Participated in at least 4 events or programs sponsored by **educational institutions** relating to career opportunities in broadcasting.*

Tours & Informational Sessions

- Louisville High school journalism students - Jan 15, 2020
Tour, seminar and Q&A around careers in public radio to interested high school students.
- Santa Monica College Broadcast Students Tour, Dec. 17, 2019
Tour, seminar and Q&A around careers in public radio to community college students in broadcasting..
- Santa Monica's new Project Based Learning High School, Michelle & Barack Obama Center for Inquiry and Exploration, Oct. 30, 2019
Hosted high school students for a tour and a discussion of public radio careers.
- Loyola Marymount University Journalism Grad Students, November 5, 2019
Hosted a group of journalism grad students to talk about radio journalism and public radio in general.
- Loyola Marymount University Journalism Grad Students, October 8, 2019
Hosted a group of journalism grad students to talk about radio journalism and public radio in general.