

WYPR/WYPF/WYPO

2216 N. Charles Street
Baltimore, MD 21218

Annual EEO Public File Report

For the Period June 1, 2019 - May 31, 2020

This EEO Public File Report is to comply with the FCC's EEO rule which is required to be placed in the public inspection files of the station and posted on its website.

The information contained in this report covers the time period beginning June 1, 2019 and ending on May 31, 2020.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full time vacancies filled by the Station during the applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full time vacancy during the applicable period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with these vacancies.
5. A list and brief description of the supplemental recruitment outreach initiatives completed pursuant to Section 73.2080 (c) (2) of the FCC Rules.

Positions Filled:

Membership Associate – 6/2019

1. Recruitment Sources: 8, 15, 21, 34-42,44
2. Full-time Hire Date: June 3, 2019
3. Hiree Recruitment Source: 37
4. # of people interviewed: 15

President & General Manager – 6/2019

1. Recruitment Sources: 3,8,10,15,20,21,35-37,39,42,43
2. Full-time Hire Date: June 19, 2019
3. Hiree Recruitment Source: 43
4. # of people interviewed: 7

Producer – 9/2019

1. Recruitment Sources: 8,21, 34-42
2. Full-time Hire Date: September 9, 2019
3. Hiree Recruitment Source: 39

4. # of people interviewed: 5

Underwriting AE (x2) – 9/2019

1. Recruitment Sources: 8,21,34-42
2. Full-time Hire Date: Sept 9, 2019 & Sept 19, 2019
3. Hiree Recruitment Source: 39
4. # of people interviewed: 6

Executive Director News – 4/2020

1. Recruitment Sources: 34-40
2. Full-time Hire Date: April 16, 2020
3. Hiree Recruitment Source: Internal Hire
4. # of people interviewed: 1

Sales Development Manager – 4/2020 (Special Circumstances)

1. Recruitment Sources: 34-40
2. Full-time Hire Date: April 21, 2020
3. Hiree Recruitment Source: 39
4. # of people interviewed: 2

Summary of Interviewees by recruitment source:

34 - WYPR eNewsletter:	03
36 - WYPR on LinkedIn:	01
39 - WYPR staff/board and CAB members:	12
40 - WYPR website:	05
43 - Stanton Chase:	07
44 – Idealist:	05

Total Interviewees	33
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Outreach Initiatives completed during this period:

1. Continuing Education to enable station personnel to acquire skills that could qualify them for higher level positions:
 - a. June 2019, On-Air Host/Board Operator attended Public Media Journalist Association conference representing those responsible for the day-to-day direction, reporting and editing of local public media newsrooms providing professional development opportunities for the industry.
 - b. August 2019, the Program Director attended PRPD, which defines the principles of quality programming, provides training and resources for program directors, and builds strong connections within and beyond the public media community. The organization supports programmers as they work to meet the needs of public media audiences.
 - c. September 2019 Digital Director, Digital Producer, and Membership Associate attended NPR's Digital day for training, collaboration and networking Including discussions around digital news collaboration, audience-centered thinking, digital project management, analytics and more from digital leaders and journalists from across the system.
 - d. July 2019; Membership Director and Membership Associate attended Public Media Development and Marketing Conference (PMDMC) about how to understand event sponsorship prospects' unique needs and craft successful presentations to meet those needs. Delivering innovative, future-focused content and highlights the most high-potential strategies that drive awareness and revenue.
2. Provided for training to staff on methods of ensuring equal employment opportunity and preventing discrimination.
 - a. In July 2019, WYPR joined the Think Public Media initiative through its new president and general manager. He served as a member of the initiatives steering group that designed sustained efforts throughout the year aimed at recruiting journalists of color to public media. The initiative led by NPR and a group of member stations now includes a database of applicants and resumes collected at affinity journalism conferences (NABJ, NAHJ, NAJA, AAJA, SAJA and ONA) and job fairs dating back to 2016.
<http://www.thinkpublicmedia.org/about>
 - b. Summer 2019; Membership Director attended webinars hosted by Greater Public:
 1. The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media
 2. Building Resilience – The Imperative of Inclusion: Hiring & Retention
 3. Building Resilience – Diversity & Inclusion: The Leadership Level
 - c. October 2019; President & General Manager attended the Eastern Regional Public Media conference, an association of more than seventy public radio stations, is dedicated to advancing public media by increasing the effectiveness, cooperation and significance of its members in their communities. This mission is accomplished by enhancing leadership, professional development and management skills, providing meaningful services, resources and expertise to stakeholders, embracing greater diversity throughout public radio.
 - d. In the fall of 2019, every WYPR employee was required to participate in CPB's online harassment prevention training course. This course was designed to increase an employee's awareness and knowledge of applicable laws surrounding harassment prevention and the impact these laws have on current job responsibilities. WYPR had 100% employee participation in this training.
 - e. October 2019, WYPR's Mid-Day Producer attended an annual gathering of the Third Coast Conference community for a weekend of learning, idea-generation, collaboration, connections and shared love of audio. The Conference supports media-makers by recognizing talent, igniting innovation, curating boundary-breaking audio pieces, and bringing exceptional work of all styles to local and worldwide audiences. Committed to the work of becoming an anti-racist institution and creating radical spaces of inclusion, collaboration, and experimentation.

- f. November 2019, WYPR's Digital Producer attended The Power of Diverse Voices: The Poynter Minority Writers Workshop. A transformative four-day seminar that helps journalists of color find their voice and build skills for writing opinion pieces and personal essays.

- 3. Internship Programs designed to assist in acquiring skills needed for broadcast employment or volunteering.
 - a. 2019 marked the 11th year WYPR partnered with Cristo Rey Jesuit High School which provided an opportunity for minority students to acquire broadcasting skills and knowledge. Students interned in one or more of the following departments: Programming, News, Membership, Maryland Morning, Midday, and the General Manager's Office. WYPR has had and continually offers internship programs to students from area schools. Students get exposure in our Programming, News, Interactive, and Development departments. Open to the public, high school students, and college students, our programs offer opportunities to intern over a period of time and acquire broadcasting skills, knowledge, and experience. We teach, challenge, and prepare our interns for broadcast careers. Our internships have been a recruitment tool as we have hired former interns. During the report period, 6 interns have worked with various departments at WYPR.
 - b. Midday Program Interns: Hosted 2 college interns during the summer of 2019 and 1 intern Jan 2020 to work with the Midday team. Interns worked with staff members to learn how to develop stories, edit and produce for audio.

- 4. Staff Outreach in events or programs designed to assist students interested in pursuing a career in broadcasting sponsored by educational institutions.
 - a. Midday Host spoke on the need for credible journalism on the YouTube broadcast produced by Berkshire Choral International.
 - b. On-Air Host/Board operator is Instructor of Audio Documentary at Towson University.
 - c. Digital Producer teaches a podcasting course at UMBC.

Recruitment Resources:

No.	WYPR Recruitment Resources	Address	Contact
1	American University	4400 Massachusetts Ave NW, Washington, DC 20016	202-885-1852 www.american.edu/careercenter/
2	Association of Independents in Radio	42 Charles Street, 2nd floor, Dorchester, MA 02122	617-825-4400 http://www.airmedia.org
3	Baltimore Business Journal	1 East Pratt Street, Suite 205, Baltimore, MD 21202	410-576-1161 http://www.bizjournals.com/baltimore
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5	Baltimore Sun	501 N. Calvert Street, Baltimore, MD 21278	410-332-6850 http://www.baltimoresun.com
6	Careerbuilder.com website		www.careerbuilder.com
7	College of Notre Dame of Maryland	4701 N. Charles Street, Baltimore, MD 21210	Career Enrichment center 410-532-5387 http://www.ndm.edu/StudentServices/Career
8	Corporation for Public Broadcasting	401 9th Street NW, Washington, DC 20004	CPB jobline http://www.cpb.org/jobline/
9	Craigslist website	P.O. Box 225159, San Francisco, CA 94122	http://baltimore.craigslist.org/
10	Current - The Newspaper about Public B'casting	1612 K Street NW, Suite 704, Washington, DC 20006	877-745-8776 x1 http://www.current.org/jobs/
11	DCRTV.com website		Dave www.dcrtv.com
12	Gorkana.com website	1 West Street, New York, NY 10004	646-556-6520 http://www.gorkana.com/us
13	Goucher College	1021 Dulaney Valley Road, Towson, MD 21204	410-337-6191 email: CarDev@goucher.edu
14	Hood College	401 Rosemont Avenue, Frederick, MD 21701	email: careers@hood.edu 301-696-3583 http://www.hood.edu/careercenter
15	Indeed.com website	177 Broad Street, 6th floor, Stamford, CT 06901	www.indeed.com
16	Jewish Community Services	5750 Park Heights Ave, Baltimore, MD 21215	410-843-7380 www.jcsbaltimore.org
17	Journalism and Women Symposium	3701 Drakeshire Drive, Modesto, CA 95356	510-764-1877 www.jaws.org
18	JournalismJobs.com website	Berkeley, CA	510-653-1521 www.journalismjobs.com
19	Loyola University	4501 N. Charles Street, Baltimore, MD 21210	410-617-2692 www.loyola.edu/thecareercenter
20	Maryland Association of Non Profit Organizations	190 W. Ostend Street, Baltimore, MD 21230	443-438-2310 http://eseries.mdnonprofit.org/
21	Maryland Workforce Exchange	1100 N. Eutaw Street, Room 209, Baltimore, MD 21201	https://mwejobs.maryland.gov
22	Mediabistro.com website	New York, NY	Jacky Carter 212-547-7893 www.mediabistro.com
23	Monster.com website		www.monster.com
24	Morgan State University	1700 East Cold Spring Lane, Baltimore, MD 21251	email: careers@morgan.edu http://www.morgan.edu
25	National Association of Black Journalists	1100 Knight Hall, Suite 3100, College Park, MD 20742	866-964-2765 x2716 http://careerservices.nabi.org
26	National Association of Broadcasters	1771 N Street NW, Washington, DC 20036	202-429-5420 http://www.nab.org/radio/default.asp
27	Public Broadcasters Management Association	939 S. Stadium Road, Columbia, SC 29201	803-799-5517 http://www.pbma.org/
28	Stevenson University	1525 Greenspring Valley Road, Stevenson, MD 21153	443-352-4477 http://www.stevenson.edu/career
29	Towson University	7800 York Road, Suite 206, Towson, MD 21204	410-704-2233 www.towson.edu/careercenter
30	University of Baltimore	Career Center, 21 West Mount Royal Avenue, Baltimore, MD 21201 Univ. Career Center, 3100 Hornbake Library, College Park, MD 20742	410-837-5440 email: careercenter@ubalt.edu
31	University of Maryland		301-314-7225 http://www.careercenter.umd.edu
32	University of Maryland Baltimore County	1000 Hilltop Circle, Baltimore, MD 21250	410-455-2216 www.careers.umbc.edu

33	Washington College	300 Washington Avenue, Chestertown, MD 21620	410-778-7890	http://career.washcoll.edu
34	WYPR eNewsletter	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.wypr.org
35	WYPR on Facebook	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.facebook.com
36	WYPR on LinkedIn	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.linkedin.com
37	WYPR on Twitter	2216 N. Charles Street, Baltimore, MD 21218	Kyle Leslie 410-735-1603	www.twitter.com
38	WYPR, WYPF, and WYPO on air announcements	2216 N. Charles Street, Baltimore, MD 21218	Brian Crompwell 410-235-1039	www.wypr.org Balt. & Frederick: 88.1 FM Ocean City 106.9
39	WYPR staff/board and CAB members	2216 N. Charles Street, Baltimore, MD 21218	Brian Crompwell 410-235-1039	http://www.wypr.org/employment-and-internships
40	WYPR website	2216 N. Charles Street, Baltimore, MD 21218	Brian Crompwell 410-235-1039	https://mwejobs.maryland.gov
41	Americas Job Exchange	via Maryland Workforce Exchange-see above		https://mwejobs.maryland.gov
42	US Jobs	via Maryland Workforce Exchange-see above		https://www.stantonchase.com
43	Stanton Chase	400 E Pratt Street, #420, Baltimore, MD 21202	410-244-5223	https://www.idealists.org/en/about
44	Idealist			