

Intro

WYSO PUBLIC RADIO, YELLOW SPRINGS, OHIO
PERIOD REPORTED: JUNE 1, 2022 – MAY 31, 2023

WYSO is committed to the goal of equal opportunity for all and, accordingly, does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, expression and characteristics, age, religion, national or ethnic origin, visible or invisible disability, or status as a disabled veteran. This policy applies to all WYSO staff: full time, part time, contractors and interns.

WYSO complies with federal and state legislation and regulations regarding nondiscrimination.

During the period under consideration, WYSO employed 17 persons full-time, 1 part-time, 3 contractors, and another 14 as volunteer on-air hosts.

Recruiting

WYSO has developed strong relationships with two local HBCUs (Central State University and Wilberforce University) where we recruit for open positions and internships. Basim Blunt (Executive Director of the Center for Community Voices and Producer of Dayton Youth Radio) is in regular communication with the Student Life/Career/Communications departments regarding new job/internship opportunities. He hired two Central State students for paid internships during this time period. WYSO staff also participates in specialized media/journalism courses as local experts, such as Desmond Winton-Finklea (Digital Editor) who was a guest lecturer in October of 2022 at Central State University.

WYSO regularly does tours of the studio for local students and reaches out specifically to schools that are in underserved/underrepresented areas of our listening area.

WYSO staff attends local, regional, and national conferences and advertises open positions through networking with other public media professionals. During this period WYSO staff has attended conferences for National Association of Black Journalists (Basim Blunt in August '22), Investigative Reporters and Editors (Alejandro Figueroa in July '22), Public Media Business Association (Arthur Boulet in May '23), Public Radio Program Directors Association (Luke Dennis and Samantha Sommer in August '22), NonComm (Juliet Fromholt and Evan Miller in May '23), and Public Media Development and Marketing (Rochelle Savoy, Karen Bledsoe, and Katie Main in August '22).

Within the listening community WYSO staff attends more than 50 events per year. Having collateral/table at these events allows WYSO staff to recruit based on the current job/internship openings. These events are varied: libraries, concerts, Rotary Club events, street fairs, farmer's markets, and local business events through chambers of commerce and local professional organizations.

New Hiring

New full time staff that joined our team during this period include:

Politics and Education Reporter Kathryn Mobley

Business and Economics Reporter Ngozi Cole

Business Support Account Manager Sara Nilsson

During this period we also conducted the search for a Director of Development and Communications position; however, the new hire, Amanda Burks, will not start until June 5, 2023, after the period under consideration.

The Politics and Education Reporter position was posted locally and nationally. National outlets included the National Association of Black Journalists, PRNDI, Greater Public, CPB Jobline, National Association of Hispanic Journalists, the Asian American Journalists' Association, PMBA, Current, and social media job boards (LinkedIn, Facebook, etc.). On our own platforms they were posted on WYSO.org, WYSO Facebook page, WYSO Twitter account and via eblast using the WYSO membership database.

There were 7 total applicants. We conducted 3 first round interviews: 1 male / 2 female and 1 was BIPOC (33%). We conducted 2 second-round interviews, 50% of which were with BIPOC applicants. The offer was extended and accepted by a female BIPOC candidate.

Business and Economics Reporter position was posted locally and nationally. National outlets included the National Association of Black Journalists, PRNDI, Greater Public, CPB Jobline, National Association of Hispanic Journalists, the Asian American Journalists' Association, PMBA, Current, and social media job boards (LinkedIn, Facebook, etc.). On our own platforms they were posted on WYSO.org, WYSO Facebook page, WYSO Twitter account and via eblast using the WYSO membership database.

There were 9 total applicants: 3 male / 6 female and 2 were BIPOC (22%). There were 2 second round interviews; 50% of those applicants were BIPOC. The offer was extended and accepted by a female BIPOC candidate.

The Business Support Account Manager position was posted on our website, Indeed.com, PMBA, CPB Jobline, and social media job boards (LinkedIn, Facebook, etc.). On our own platforms they were posted on WYSO.org, WYSO Facebook page, WYSO Twitter account and via eblast using the WYSO membership database.

We had 4 total applicants: 100% female and 25% BIPOC. We conducted 2 interviews, 50% of which were BIPOC. The offer was extended and accepted by a female candidate.

Closing material

During this period WYSO continued its “Community Voices” radio production training programs, designed to teach community members professional media skills they then use to create stories that highlight local voices, ideas and concerns. Many of these stories are then broadcast on WYSO, reaching our 80,000+ weekly listeners. Our training opportunities are open to people of all ages for a nominal fee. Many are admitted on scholarship.

There was an array of Community Voices activity during this period. Highlights include:

–The continuation of six signature series:

- “Dayton Youth Radio,” which amplifies the voices and perspectives of young people from across the region
- “The Bind That Ties,” which features recent immigrants to Greater Dayton in conversation with each other about their experiences building a new life in a new community.
- “The Race Project,” conversations between everyday people from the Miami Valley about their life experiences through the prism of skin color.
- “Loud As the Rolling Sea,” stories of the Civil Rights generation of activists, both Black and white, who were born in the 20s and 30s.
- “Re-Entry Stories,” conversations between people who were once in prison.
- “Studio Visit,” conversations with local artists about what inspires their work.

As well as the launch of a new series:

- “The River Speaks,” an oral history of the Little Miami River.

CONTACTING WYSO

Groups and organizations wishing to be put on the mailing list for notification of full-time vacancies should contact the station in writing as follows:

WYSO Public Radio

Attn: Luke Dennis

150 E. South College Street

Yellow Springs, OH 45387

Or via email to ldennis@wyso.org.

CERTIFICATION

I hereby certify that the above information is true and complete to the best of my knowledge.

Luke Dennis

General Manager

WYSO Public Radio

May 2023