



**WRVO EEO Narrative Statement for the Year Ending 1/31/2023**  
**Public File – 73.2080**

WRVO Public Media, including its associated radio stations, regional translators and online platforms, is a department of the State University of New York at Oswego, and is subject to its non-discrimination policies. WRVO complies with all applicable equal opportunity / non-discrimination laws and does not discriminate on the basis of race, color, national origin, religion, creed, age, disability, sex, gender identity or expression, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, criminal conviction, or any other characteristic protected by applicable local, state or federal law.

In partnership with the SUNY Oswego Internship department, WRVO maintains an active internship program to create and provide training opportunities for students pursuing careers in journalism, broadcasting and media-related fields. Through the Internship department, information about our positions are available to the entire student population. News interns regularly contribute content to broadcast and digital platforms, edit stories for posting online at [wrvo.org](http://wrvo.org), and assist the WRVO News Department in preparing news-related content. Production interns help prepare programs for broadcast, produce promotional announcements, complete voice-tracking assignments and other responsibilities necessary for day-to-day operation. Engineering interns learn about maintaining broadcast equipment, audio networking, and finding solutions to daily complications as they arise. Persons filling these positions are usually SUNY Oswego students, but we accommodate requests from students from other educational institutions when time and resources allow.

WRVO continues to compile a list of regional and national job posting sources to expand recruiting efforts. No potential source of applicants contacted WRVO requesting notifications of openings during the current reporting period. When recruiting to fill open positions, we make employment information available through many industry-related national organizations, as well as local and regional organizations. The SUNY Oswego Office of Human Resources assists WRVO in posting job listings with state and national higher education and minority-focused organizations. We post recruitment notices on our digital services, including [wrvo.org](http://wrvo.org) and social media platforms, and will broadcast announcements of job openings when appropriate.

WRVO staff participate in speaking and outreach opportunities with students and the general public regarding careers in public media and journalism. We are occasionally invited to speak to classes on topics related to broadcasting and journalism, and about potential careers in electronic media. While changing technology and the lingering effects of COVID limited our ability to participate in these face-to-

face discussions during the current reporting period, we continue to explore opportunities to engage with student and the general public.

WRVO Public Media is committed to developing a culture of diversity and inclusion in our work environment. As a public media organization, we believe a professional staff which more accurately reflects the demographic diversity of our community will more effectively serve the public, and will help advance our mission to educate, inform and entertain the citizens of central New York. When filling vacancies on our staff, WRVO places a priority on developing a workforce which is representative of our service area. As a journalism organization, we believe a staff which more accurately represents our community strengthens and legitimizes our efforts with listeners of all backgrounds. WRVO is committed to attracting candidates who will help us reach that goal. Prior to each search to fill a staff vacancy, the EEO officers of the SUNY Oswego Research Foundation and SUNY Oswego Human Resources department instruct the search committee members on the proper procedures for recruiting, interviewing and selecting candidates. A formal protocol is applied to assure all policies in this regard are met. Documentation to that effect is maintained in files at WRVO, the offices of the SUNY Research Foundation, and the Office of Human Resources at SUNY Oswego.

During the current reporting period, WRVO experienced six full-time vacancies:

- WRVO News Reporter / Producer (two positions): One position was successfully filled during the current reporting period, and the search to fill the second vacancy continues at the conclusion of the reporting period.
- WRVO Underwriting Account Manager (two positions): One position was successfully filled during the current reporting period. During the search, another Underwriting Account Manager position was vacated, and the search to fill that vacancy continues at the conclusion of the reporting period.
- WRVO Radio Operations Coordinator: This new position was successfully filled during the current reporting period.
- WRVO Radio Technical Specialist: This position was vacated during the current reporting period, and a search to fill this vacancy has not yet started.

Recruitment details for the filled and continuing searches are included in the Recruitment Summary.



William J. Drake  
Station Manager  
WRVO Public Media