



WRVO EEO Narrative Statement for the Year Ending 1/31/2024
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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. It abides by – and is subject to – the non-discrimination policies of the State University of New York. 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, 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.

WRVO works with the SUNY Oswego Internship department to maintain an active internship program within the organization. Opportunities are available throughout the year for students to gain training and experience in a variety of broadcast-related fields, including journalism, production and engineering. News interns regularly contribute to WRVO's broadcast and digital platforms, edit stories for posting online at wrvo.org, and assist the WRVO News Department in preparing news-related content. Production interns help prepare programs for broadcast, produce promotional announcements, and complete other responsibilities necessary for day-to-day operations. Engineering interns learn more about maintaining broadcast equipment, audio networking, and finding solutions to day-to-day complications. Whenever practically possible, internship programs are tailored to fit the needs of both the student and the organization. Through the Internship department, information about our available positions are made available to the entire student population, and additional information is available at the wrvo.org website. 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 associations. We post recruitment notices on our digital services, including wrvo.org and social media platforms, and broadcast announcements regarding job openings when appropriate.

WRVO staff participate in speaking and outreach opportunities with students and the general public regarding careers in public median journalism. We are occasionally invited to speak to classes on topics related to broadcasting and journalism, and about potential careers in public media. We continue to explore opportunities to engage with students 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 WRVO search committee is instructed by the EEO officers at the SUNY Oswego Research Foundation, the SUNY Oswego Office of Human Resources, and the SUNY Oswego Office of Diversity and Inclusion, 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 three vacancies for full-time positions:

- WRVO News Reporter / Producer: One position was successfully filled during the current reporting period.
- WRVO Underwriting Account manager: One position was successfully filled during the current reporting period.
- WRVO Radio Technical Specialist: A search to fill this vacancy was launched during the current reporting period; it remains unfilled and the search continues at the conclusion of the reporting period.

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



William J. Drake
Station Manager
WRVO Public Media