

## EEO PUBLIC FILE REPORT

This Report covers the period August 1, 2021 – July 31, 2022.

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

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 2021-2022 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 SMCCCD’s recruitment sources.

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

7) **Supplemental Recruitment Initiatives.** The supplemental recruitment initiatives undertaken by SMCCCD 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.*

**News Internship**

Journalism students from local universities (UCLA, USC, Cal State Northridge) receive a stipend and training in broadcast news writing, editing and voicing. We hosted seven interns from August, 2021 to July, 2022.

*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).*

- Public Radio Village Virtual Job Fair. Joined with a number of public media outlets and NPR to talk about job opportunities to journalists of color. Other outlets included the Online News Association, NABJ, NAHJ, AAJA, NLGJA throughout August, 2021.
- Utilized Instagram, Facebook and Twitter to promote outreach regarding areas related to public health (mask wearing, city ordinances, COVID symptoms, vaccine sites, vaccine availability and funding programs to help with rental crises, job loss and small business loans.)

*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.

#### **Anti-Harassment Training**

Every employee annually receives anti-harassment training through Everfi via the CPB. This program highlights what harassment looks like, how to stop it and what to do if it occurs. This on demand course was available from May 2, 2021 to September 30, 2021. All staff was required to complete by September 30, 2021. The next offering started May 3, 2022 and will be completed by September 30, 2022.

#### **DEI Training**

All staff was required to attend three facilitated, live workshops exploring bias in reporting, bias in interpersonal relationships and identifying racism in our workplace. DEI Workshop #1 Diversity, was offered March 16 and Mar 23, 2022. DEI Workshop #2, Creating an Anti-Bias Culture was offered October 29, November 3 and November 11, 2021. DEI Workshop # 3, Exploring Bias, was offered on July 21, 26, 2021.

*(d) Established a mentoring program.*

#### **Report LA Fellowship**

This grant-funded program provides a full time salary and intensive training and mentoring 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. This program runs all year long. The second cohort began in April, 2021 and continues through August 2022.

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

**None, due to COVID cancellations.**