

2023 ANNUAL EEO PUBLIC FILE REPORT
The Raven Radio Foundation

Station: KCAW(FM)
 Community of License: Sitka, Alaska
 Reporting Period: October 1st, 2022 to September 30th, 2023
 Reporting Period: 5
 No. of Full-time Employees: Yes
 Small Market Exemption:

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

<p><i>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions:</i></p> <ul style="list-style-type: none"> • General Manager attends News Philanthropy Workshop sponsored by INN. 1/31 – 2/1/2023 • All announcers have air checks critiqued with tips on improving their work. • News Director and two reporters attend news training during Journalism Week at Alaska Press Club. April 2023 • All staff take on line course in harassment sponsored by CPB. August and September 2023. 	<p><i>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)</i></p> <ul style="list-style-type: none"> - Participating in Alaska Jobs community, a partnership with the Alaska Department of Labor - Participation in Handshake: a platform that reaches university students/graduates in the US. - Participated in the 2023 Sitka Job Center Job Fair. 3/22/23 - News Director, General Manager and Development Director pitched the news residency to Sealaska (Native Corporation.) 3/29/23
<p><i>Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</i></p> <ul style="list-style-type: none"> • Raven Radio participated in Podcast training sponsored by Sitka High School and Sea Alaska Native corporation. 9/14 – 10/26/22 • Raven Radio works with the Mt. Edgecumbe AV club in producing radio show. We trained students. Radio show was produced weekly. • Sitka High School participates in training session and produces fantasy piece for the Library Show. 1/25/23 • Operations Director works with Students from UC Santa Cruz interning at the Sitka Sound Science Center to promote podcast and radio program “Ocean Commotion.” Starting 3/2/23. 	<p><i>Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</i></p> <ul style="list-style-type: none"> • Raven Radio hosted students at Outer Coast College and outlined opportunities in broadcasting. Outer Coast has a largely Alaska Native student body. 1/26/23 and 9/19/23. • Raven Radio works with the Sitka Fellow’s program in placing fellows as volunteers to give them broadcast and production skills.

LIST OF POSITIONS FILLED

	Job Title	Recruitment Source Referring Hire
8/14/223	News Resident	Promotion of existing part time staff member

This was an exigent hire. Here are the circumstances behind the hire.

Raven Radio's (KCAW) news resident program grew out a series of news internships and residencies that have been in place for over a decade. During that time Raven Radio has trained 25 reporters. A majority were women and several were racial minorities. Many have gone on to work for national news organizations, including NPR.

Raven Radio moved from the internship/fellowship program to participate in Report for America. When that program ended the station began the transition into the news residency program. This hire was the first news resident, it is the pilot for the project.

At the time of the hire Raven Radio had 4 fulltime employees. The News Resident brought the station up to 5. The station was between General Managers at the time. The person acting as Personnel Manager believed that because the station had 4 employees, because the News Resident was a temporary employee (9-month duration), and because the Report for America program ended suddenly due personal issues, Raven Radio had a hole in local news coverage, so decided to promote a local news reader to serve as News Resident.