

## EEO PUBLIC FILE REPORT

This Report covers the period August 1, 2022 – July 31, 2023.

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:  Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Telephone: (424) 538-8500
	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 2022-2023 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 is 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**

USC Luminary Fellowship is a paid six month fellowship (starting June, 2023) exposing a student in Annenberg Media studies to broadcast and podcast producing.

**LA County Arts Interns**

KCRW hired three summer interns from June, 2023 to August, 2023 in the areas of public radio membership, music programming and audience development. They are exposed to various parts of the public radio broadcast industry.

*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, 2022.
- Utilized Instagram, Facebook and Twitter to promote outreach regarding areas related to public health (mpox, housing assistance, mental health awareness.)
- Participated in NABJLA (National Association of Black Journalists Assoc. LA) career fair on March 25, 2023.
- Podcast Bootcamp. June 24, 2023. Held an event promoted to area high school students, college students and community members that shared jobs in the podcast industry and how to succeed as a podcaster.

*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, 2022 to September 30, 2022. All staff were required to complete by September 30, 2022. The next offering started May 1, 2023 and will be completed by September 29, 2023.

#### **DEI Training**

All staff were required to attend three facilitated, live workshops exploring bias in reporting, bias in interpersonal relationships and identifying racism in our workplace. DEI Workshop #1 Objectivity, Subjectivity, Accountability was offered November, 2022. DEI Workshop #2, Addressing and Responding to Cultural Appropriation was offered March, 2023. DEI Workshop # 3, Navigating DEI Terminology with Care, was offered May, 2023..

*(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 September, 2022 and continues through September 2023.

#### **Public Radio Broadcasting Engineering Apprenticeship**

Two apprentices were welcomed to KCRW's Public Radio Engineer Apprentice Program. This program aims to address the growing need of radio engineers by providing hands-on, paid training to develop the engineers for tomorrow. The program provides an 18-month apprenticeship program with education from the Society of Broadcast Engineers and NPR, plus direct and daily work experience with existing KCRW engineers.