

EEO PUBLIC FILE REPORT

Emerson College

WERS(FM)

December 1, 2021 – November 30, 2022

Section 1: Vacancy List

| <i>Job Title</i> | <i>All Recruitment Sources (RS) Used to Fill Vacancy</i> | <i>Number of Interviewees</i> | <i>RS that Referred the Hiree</i> |
|-------------------------------|--|-------------------------------|-----------------------------------|
| <i>Operations Manager</i> | <i>1,2,3,4,5,6</i> | <i>6</i> | <i>LinkedIn.com</i> |
| <i>Development Officer</i> | <i>1,2,3,4,5,6,7,8,9</i> | <i>4</i> | <i>Emerson.edu</i> |
| <i>Membership Coordinator</i> | <i>1,2,3,4,5</i> | <i>1</i> | <i>Emerson.edu</i> |

Section 2: Recruitment Source List

** All applicants directed to Emerson.edu/jobs*

| RS Number | RS Information | RS Entitled to Vacancy Notification? | Number of Interviews Referred by RS over 12-Month Period |
|------------------|---------------------------|---|---|
| <i>1.</i> | <i>Emerson.edu</i> | <i>No</i> | <i>11</i> |
| <i>2.</i> | <i>Jobs.chronicle.com</i> | <i>No</i> | <i>0</i> |
| <i>3.</i> | <i>HireEdJobs.com</i> | <i>No</i> | <i>0</i> |
| <i>4.</i> | <i>Indeed.com</i> | <i>No</i> | <i>0</i> |

| | | | |
|--|--------------------------------------|-----------|-----------|
| 5. | <i>LinkedIn.com</i> | <i>No</i> | <i>0</i> |
| 6. | <i>Massbroadcasters.org/jobboard</i> | <i>No</i> | <i>0</i> |
| 7. | <i>Publicmediajobs.org</i> | <i>No</i> | <i>0</i> |
| 8. | <i>Greaterpublic.org</i> | <i>No</i> | <i>0</i> |
| 9. | <i>Circaworks.com</i> | <i>No</i> | <i>0</i> |
| Total Number of Interviews Referred RS over 12-Month Period | | | <i>11</i> |

SECTION 3: RECRUITMENT INITIATIVES

| <i>Type of Recruitment Activity</i> | <i>Brief Description of Activity</i> |
|--|--|
| Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. | WERS is operated primarily by students of Emerson College, under the supervision of professional broadcasters. An important role of WERS within Emerson College is to provide experience for students who might be interested in pursuing careers in broadcasting. Many Emerson College students have chosen to attend the College to study areas that relate to broadcasting, such as journalism, performance, and program production. Their work at WERS helps round out their experience and improve their post-college employment prospects. |
| Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | December 2021-WERS GM participated in Emerson College Conscious Hiring training sessions to learn how to hire top performers and reduce bias while following an equitable and inclusive process presented by Conscious Culture Co. |
| Training to management level personnel as to methods of ensuring equal employment | December 2021-WERS GM participated in Battling Bias webinar presented by Poynter and |

| | |
|---|--|
| opportunity and preventing discrimination | Michigan Association of Broadcasters. |
| Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities | January 2022; June 2022-WERS GM, Content Coordinator and Development Officer hosted virtual Community Advisory Board meeting following the recruitment of 12 listeners from our coverage area. |
| Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities | January 2022-WERS GM, Traffic Coordinator and Associate Director of Underwriting held a strategic meeting with Boston While Black, to identify ways for WERS to have more involvement with events in Boston’s Black community. |
| Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities | February 2022-WERS GM Co-hosted Black Women in Radio panel discussion that touched on the skill sets needed to work in broadcast radio and the difficulties faced by Black women in the industry. The WERS Traffic Coordinator was a panel participant |
| Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | April 2022-WERS GM attended Workshop for BIPOC Emersonians; Deepening equity and justice across intersections of racism and antisemitism. |
| Internship program designed to assist members of the community to acquire skills needed for broadcast employment | June 2022- Hosted a paid intern from the Berklee College of Music who assisted our Adult Album Alternative programming department |
| Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | September 2022-All WERS professional and student staff completed harassment and bias prevention training module presented by the Corporation For Public Broadcasting. |