

## **EEO Public File Report**

**KALW(FM), San Francisco, CA Reporting Period: August 1, 2019 to July 31, 2020**

### **I. FULL-TIME VACANCY LIST II. RECRUITMENT SOURCE LIST**

*NO FULL-TIME EMPLOYEE VACANCIES FILLED DURING THIS PERIOD*

### **III. OUTREACH INITIATIVES**

1. In 2013, KALW launched its Audio Academy: a tuition-free, nine-month-long training program open to the community and aimed at building skills in journalism and audio storytelling. Fellows learn journalism and broadcasting skills, including writing for audio broadcast, voicing, writing and performing live newscasts, pitching stories, critically analyzing the media, public speaking, reporting stories, producing interviews, sound engineering, working with a team, and basic on-air studio production. Outreach publicizing the Audio Academy specifically targets organizations and educational institutions serving youth, women, and people of color: The Asian American Journalists Association, Bay Area Black Journalists Association, Youth Radio, OutLoud Radio, the Renaissance Journalism Center at SF State University, Maynard Institute, Ella Baker Center, New America Media, City College of San Francisco Journalism and Broadcasting Departments, Youth Speaks, Women & Gender Studies Department at SF State University, Youth Speaks, National Association of Hispanic Journalists, CSU East Bay Communications Department, Women's Audio Mission, and Urban Knights Radio at the Academy of Arts University. In addition, KALW makes use of social media spaces, list serves, and online forums to publicize this program, including Radiogines and the People of Color in Public Radio Facebook page.

The result has been a diverse applicant pool, and a diverse group of fellows selected to participate. The class of 8 which graduated from the program in June 2020 included 5 women and 7 people of color. Many people who have completed our Audio Academy in previous years, including the most recent one, have moved into full time work as journalists throughout the United States at outlets including the Washington Post, the Christian Science Monitor, Al Jazeera,

WNYC, KQED, Snap Judgment, and NBC podcasts.

2. Every summer since 2009, KALW has hosted interns from the Academies of Information Technology in San Francisco's public high schools. We are currently hosting 7 interns in our 6-week summer high school podcast institute, and in the current cohort 1 is Black, 1 is Muslim, 3 are Asian American, and 6 are female. We also worked in three high schools from December 2019 to April 2020, hosting week-long workshops within Media Academies and serving approximately 120 students altogether during this period. During the on-site workshops, we showcase the work done by professionals in the audio journalism field, illuminating possible career paths. We train students on how to write and be edited, to speak publicly, to use audio recording equipment properly and to constructively evaluate and improve their work. The diversity makeup of these classes reflected the [demographics](#) of the district, which is about 35% Asian American, 27% Latino, 7% African American, 28% English Language Learners and 55% socioeconomically disadvantaged. Altogether, we had at least two professional instructors working with students no fewer than 30 days during the reporting period, directly describing and demonstrating the work that goes into broadcast journalism, and leading hands-on training programs that result in stories that will be broadcast on KALW or hosted on KALW.org. Specifically, all four on-site school workshops culminated with discussions of and invitations to participate in KALW's summer high school podcast institute, which provides an outstanding foundation for developing a career in broadcasting. Within this reporting period, KALW created the podcast [tbh](#): by, about, and for teenagers.
3. KALW participated in the SFUSD Career Pathways Showcase on January 29, 2020. A program manager participated by speaking to high school students about our various internship and trainee programs and was also there to connect with faculty in SFUSD's media academies with whom we already work extensively.
4. In December 2019, GM Tina Pamintuan spoke by invitation at the WBUR BizLab Summit, which is affiliated with Boston University. The panel on new revenue models via digital fundraising was live streamed over YouTube and the Summit involved interns from WBUR, and was advertised within the BU community.

5. We have established an audio journalism training program for prisoners at San Quentin State Prison and California State Prison, Solano, which enables incarcerated people to tell stories of prison life which are then aired on KALW and in the podcast [Uncuffed](#), exclusively featuring the voices of incarcerated people and the work they produced. Uncuffed was recognized by the New York Times as a recommended podcast. During this reporting period, KALW worked with 17 men, nearly all of whom are men of color. They have produced several dozen stories for broadcast and also shared valuable insights about life inside the prisons as the pandemic set in.
  
6. Each summer since 2004, KALW has run a news trainee program, in which adults of diverse age, gender identities, and races/ethnicities learn skills in audio journalism using a similar, but truncated, curriculum to our Audio Academy. For summer 2020, we have 11 news trainees, including 7 women, 2 Pakistani-Americans, 3 Black Americans, 1 Latina American, and 2 Asian Americans. Many people who have completed our summer training program in previous years have moved into full time work as audio journalists throughout the United States at outlets including the Washington Post, Reveal from the Center for Investigative Reporting, and NPR, among others.
  
7. Over the past year, we have engaged in training for staff, including one-on-one mentorship from our news director with our announcer operators (local hosts and board operators), which emphasizes writing for radio and editorial judgement for daily news breaks and breaking news. This is in preparation for the anticipated announcement of two open permanent positions that will prioritize these skills.