

WPFW 2024-2025 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s):	WPFW
Community(ies) of License:	Washington, DC
Reporting Period:	June 1 st 2024 to May 31 st 2025
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

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

WPFW did not fill any full-time positions during this reporting period.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WPFW hosted internships for two juniors from the Historically Black University (HBCU) - Howard University (DC) from September 2024 to November 2024. One student is a computer science major interested in broadcast operations and the other is a philosophy major interested in social justice issues & jazz music. The interns worked with staff to learn basic radio studio operations including operating the air studio console and radio production techniques. They learned various aspects of audio production including live broadcast, preparing for a show, and both pre and post audio production. The two Howard University students learned about the potential for WPFW internships while visiting the WPFW community outreach table during a local Jazz event in August of 2024.

Also, during the reporting period, a former news intern from Georgetown University (DC) returned to work with us again during his senior year from January 2024 to December 2024. That intern

worked with and was trained by staff in the WPFW News Department. The intern continued to learn how to pitch news stories, research, write, interview and produce segments for the “Monday Morning QB” show and WPFW hourly news segments.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

WPFW held a series of effective fundraising seminars for their staff and programmers during the reporting period, each with a different coach and perspective.

- On May 9, 2024 WPFW’s general manager trained their programmers in “Effective Pitching and Winning”, with 45 participants attending.
- On July 31, 2024 a WPFW veteran program Garland Nixon instructed the programmers on “Best Pitch Practices”, with 35 in attendance
- On August 6, 2024 WPFW’s program director trained the programmers on “Tying pitching with WPFW’s Mission” with 40 participants in attendance.
- On August 8, 2024 Another veteran programmer Dr. Julianne Malveaux instructed programmers on the topic of “Pitch Points” which had 35 attendees.

WPFW hosted a series of seminars for students from The Brigade (a group of young college graduates and community interns interested in radio broadcasting) who were taught by WPFW’s Abigail DeRoberts, a veteran programmer. On February 20th, 2025 the topic was “Learning How to Do Radio: A Primer” with 15 attending, a second session on March 4th, 2025 with The Brigade on “How to Create PSAs” with 6 attending. On April 5th, The Brigade were trained on how to use audacity for audio editing with 9 attendees and then trained the WPFW programmers on how to produce successful social media posts. These training sessions are ongoing.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

In April and May of 2025, all WPFW management, full-time and part-time staff completed a web-based sexual harassment, diversity and sensitivity training/testing module, Sexual Harassment Prevention Training, provided by the state of California's Civil Rights Department <https://calcivilrights.ca.gov/shpt/>. Management took the supervisory training. Staff and Interns took the non-supervisory training. Pacifica Foundation Inc, WPFW's licensee is incorporated in the state of California.

During the reporting period, WPFW's GM consulted with Pacifica's in-house HR manager several times on matters of local and federal employment compliance. During those discussions they reviewed matters to foster "best practices" as regards EEO compliance and workplace stability. Review processes remain in place, are ongoing, and are being further developed. Sexual harassment, other forms of workplace harassment, and abusive conduct continue to remain real workplace problems. Media stories and studies clarify the high toll that this misconduct takes on targeted employees, coworkers, and the overall work environment.