

2020 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation, Inc.

Station(s): WPFW
Community(ies) of License: Washington, DC
Reporting Period: June 1, 2019 to May 31, 2020

NOTE: Due to the impact of the Covid 19 Pandemic, as of March 2020, the staffing at WPFW has been reduced to 3 Full-time employees.

No. of Full-time Employees: 5 (prior to March 2020)
Small Market Exemption: No

During the reporting period, one position was filled.

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

INITIATIVES

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

*Participated in at least 4 events sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, careerdays, workshops, and similar activities.*

WPFW's Program Director was a guest speaker and host for the Italian Embassy Jazz Concert series. Making appearances and presentations in October 10th, 2020, November 12th, 2020, and in February 4th, 2020 where she spoke on the challenges of women in the male dominated jazz and broadcasting industries.

WPFW's Program Director also participated in the PBS Miles Davis Film and Panel discussion on February 20th, 2020 discussing matters of race and gender inequalities within the broadcast industry.

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

WPFW continues its mission of training the next generation of broadcast producers, engineers, and journalists by reaching out to young people through various methods. Internships at WPFW were promoted by utilizing relationships with local schools, and through Volunteermatch.com, Internships.com, Onlinejobfinder.net, and the WPFW website.

This year we worked with two students from George Washington University one of whom worked from October to until December 2019 and from Temple University who worked from April to August 2019. These students received training in public affairs, news, audio editing, studio operations, and on-air skills. The students received course credits as well as “hands-on” experience.

WPFW also continued to provide several customized training during the reporting period, for students ranging in age from 16 to 18, from the Columbia Heights Education Campus, Woodrow Wilson Public High School, the Washington Waldorf School and the DC School Without Walls. The training included: how to write scripts, host, engineer, research content and book guests. Students also participated in the WPFW pledge drive activities where they learned how to engage guests and donors personally and by completing telephone orders and entering pledge data into WPFW databases.

WPFW continued to work, during the reporting period, with the DC Teachers Union to send announcements out to both public and private schools for additional students to participate and replace those student-interns who were graduating.

In addition the fifth grade student from the Piney Branch Elementary School that was trained and brought on in December 2018 is now in the sixth grade and continues developing her skills in research, script writing, live announce and on-air participation on the stations “Kids Calendar” which continues to run each week on Saturday mornings.

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

Additional part-time personnel are regularly being trained in all aspects of broadcast operations, broadcast production, and engineering by the station management and engineering staff with an emphasis on eventually assuming full responsibility for station operation and management. Training includes full setup for live-to-air artistic performances, pre-production and editing of recorded broadcast and web content, monitoring of the entire signal chain, documentation processes, and professional relations with on-air talent and guests.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

WPFW annually sponsors and cosponsors community events that include the annual Cease Fire Community Gathering on August 9th, 2019 that was broadcast live and the annual Free Community Christmas Dinner at Wilson's restaurant on December 25th, 2019, which was also broadcast live. At each event the community participants witness and participate in the live broadcast events as WPFW utilizes community volunteers to assist in the setup of the live-to-air events. Other similar events include regular live-to-air remote broadcasts from within the community. (Monthly live remote broadcasts of "Crossroads", a program for returning citizens, the remote broadcasting of "Townhall Meetings" within the community and "Special Event" remote broadcasts designed to widen the coverage of community events by WPFW's collaboration with community leaders and community organizations.

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

WPFW management participated in locally sponsored broadcast community workshops held by the local news outlet for NBC channel 4 in June 2019, designed to promote a better understanding of minority participation in news gathering and dissemination.

WPFW continues regular communication with the HR specialists at N.E.T.A. (National Educational Telecommunications Association) as we regularly consult with the organization on matters of local and federal compliance. Training materials are provided to management to foster "best practices" as regards EEO compliance and workplace stability. Review processes remain in place, are ongoing, and are being further developed.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
May 2, 2020	Program Director	Person hired internal

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED

Job Title of Position: _____ Date of Hire: _____

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.