

2022 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation Inc.

Station(s): WPFW

Community(ies) of License: Washington, DC

Reporting Period: June 1st 2021 – May 31st 2022

No. of Full-time Employees: 5 - 10

Small Market Exemption: No

During the reporting period, no full-time positions were filled.

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

INITIATIVES

Note: Due to the continuation of the COVID-19 pandemic during WPFW's 2021-2022 EEO reporting period, most of the planned initiatives including internships, mentoring for station personnel and in-person community outreach had to be put on hold because of Washington DC's home-sheltering policies and public gathering rules.

WPFW takes the safety of the station's employees, interns and volunteer programmers very seriously and during the reporting period most of the programming content has been sourced and/or produced remotely.

WPFW will continue its mission of broad outreach through community school internships, training and mentoring programs for the next generation of broadcast producers, engineers, and journalists and events designed to inform the public about the many exciting and varied opportunities in radio, as soon as the pandemic subsides and people can, once again, safely meet in person.

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.*

Though WPFW had to put most of their internship plans on hold during the COVID-19 pandemic, the seventh-grade student from the Piney Branch Elementary School that was trained and brought into the station (back in December of 2018) continues to work remotely, with station personnel, to develop her skills, as a researcher, script writer and live announcer on the station's "Kids Calendar" which runs each week on Saturday mornings.

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

WPFW's management continues to meet with the contracted human resources specialist at N.E.T.A. (National Educational Telecommunications Association). In July, August, September 2021 and in April 2022 WPFW's GM consulted with N.E.T.A.'s HR department on matters of local and federal 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.