

# 2018 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation Inc.

Station(s): WPFW  
Community(ies) of License: Washington, DC

Reporting Period: June 1, 2017 to May 31, 2018

No. of Full-time Employees: 8  
Small Market Exemption: No

### **During the reporting period, no positions were 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):

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

WPFW actively seeks interns to learn how to perform the various duties required to produce radio. They actively promoted internships on Volunteermatch.com, Internships.com, Onlinejobfinder.net and the WPFW website. WPFW Maintains internship-program relationships with Howard University, Liberty University, Montgomery College, Bowie State University, Paine University, and The Omega Studios' School of Applied Recording Arts & Sciences. The interns received training in public affairs, news production, audio editing techniques, studio broadcast console operations and on-air radio skills. Interns received course credit for the work they performed at WPFW. During the supporting period, the station had 1 intern from Bowie State University (who worked from May through July 2017), 1 intern from Omega Studios School (July through January 2018) and 1 intern from Paine University (January through May 2018). Each intern worked an average of 10 hours per week.

*Established **training** programs designed to enable station personnel to*

During the Months of January and February 2018 Stations staff and management held a series of on-

*acquire skills that could qualify them for higher level positions.*

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

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

air fundraising and social media training workshops for the unpaid on-air programmers to upgrade their skills in these areas.

In May of 2018, all paid staff and management were required to participate in web-based sexual-harassment, diversity sensitivity training and testing modules, including, Harassment: Ensuring a Respectful Workplace and Workplace Harassment Prevention: Managers and Supervisor Edition hosted by Syntrio.com. Pacifica has on-staff a full-time Human Resources person for additional training and to handle any potential EEO issues.

In April 2018, WPFW provided an extended tour of the station's studio facility for a group of 18 students from the Washington Adventist University. During the tour various Management and staff spoke about the specific day to day work they perform for the station.