

ATTACHMENT B

MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
<p>Establishment of an Internship & Program Designed to Assist Members of the Community to Acquire Skills Needed for Broadcast Employment</p>	<p>WBUR offered four fellowships to BU Comms students in the spring and summer of 2021 with the environmental team, general news, and two with Radio Boston</p> <p>WBUR offered a year long Artery Fellowship in 2021</p> <p>WBUR offered a year long Newsroom Fellowship in 2021</p>
<p>Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them For Higher Level Positions</p>	<p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Learning@BU." This training program offers work, health, and life development workshops to all employees series and professional</p> <p>The Office of Information Services and Technology offers instructor-led classes to downloadable reference materials and interactive online courseware to WBUR and the Boston University community. Training is provided in a variety of convenient formats. Topics cover areas that help make you more effective and efficient when working with today's technology.</p> <p>Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies.</p> <p>WBUR Talks learning & development series - WBUR is an all-staff forum designed to foster learning and professional development featuring some of the brightest minds in journalism — as well as leading thinkers on issues of race and equity — including Kevin Merida, Keith Woods, Marty Baron, Lynette Clemetson, and Ira Glass, 2021</p> <p>Adobe Audition audio editing software training - Training for Adobe Audition which is the primary editing/mixing software in use at WBUR. We coordinated with the trainer to tailor this training to be specific for WBUR., June 2021</p> <p>WBUR offered Giving and Receiving Feedback for Staff and Managers, April 2021</p> <p>The Partnership: Associate and Leadership Development Programs, January 2021 - November 2021</p> <p>Newsroom - Modules for intensive training by Cindy Carpien, April 2021</p> <p>Here & Now & On Point - Modules for intensive training by Cindy Carpien, October 2021</p> <p>Virtual On-boarding: How to Welcome, Engage, and Retain New Employees, March 2021</p> <p>Support for Managers in Navigating Change, September 2021</p> <p>Wellness Workshop Series - A three months series of workshops focused on wellness and mental health for all employees, June 2021 - August 2021</p> <p>Deep Democracy Workshop, October 2021</p> <p>Leadership Versatility Index Certification Workshop, October 2021</p> <p>A CPO's Guide to Setting Effective HR Team Goals, November 2021</p> <p>Grant Training Audit, November 2020</p> <p>Cost Share Training, December 2020</p> <p>FM Report Training, December 2020</p> <p>Guided Buying Requisition Invoice Training, January 2021</p> <p>NSF in a Nutshell, January 2021</p> <p>Widen Your World WO Traffic GL Export, July 2021</p> <p>Microsoft Excel Level One, September 2021</p>

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	Microsoft Teams, September 2021
	Microsoft Excel Level Two, October 2021
	NFFS CPB Training, October 2021
	Leveraging Outlook, One Note & Teams, October 2021
	Loyola Master Class for Media Managers, June 2021
	Choose to Manage through BU Organizational Development, June 2021 - August 2021
	Python for Data Science Bootcamp, January 2021 - February 2021
	Loyola Master Class for Media Managers, March - July 2021
	Poynter Leadership Academy for Women in Media, May 2021
	Final Final v2 "How To Record In \$@&^#% Weather.", May 2021
	PMJA Editors training, July 2021
	PMJA Host training, October 2021
	Investigative Reporters and Editors (IRE) training series, January 2021 - February 2021
	Google tools and Data Journalism, May 2021
	Dart training on newsroom burnout, October 2021
	Public Media Editorial Integrity and Leadership Fellows, September 2021
	Blue Cross Blue Shield fellowship, September 2021
	Series of environmental trainings with outside experts on climate 101, energy equity, attribution science, etc., 2021
	Series of Friday newsroom trainings on wordpress, photo placement and editing, investigative techniques, court record searches, etc., 2021
	Planned giving webinar hosted by Chron of Philanthropy, September 2021
	Employee Well-Being Summit, April 2021
Participation in Job Banks, Internet Programs and other Programs Designed to Promote Outreach Generally	<p>Boston University (BU) is a member of the Boston Consortium for Higher Education, a group of 17 colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. BU is also a member of the New England Higher Education Recruitment Consortium (NEHERC). Thomas Bagarella, Director of Talent Acquisition, is BU's active member of the Employment Managers Community of Practice of the Boston Consortium and the New England Higher Education Recruitment Consortium.</p> <p>BU is a Gold Sponsor Partner of Work Without Limits, a network of employers, educational institutions, employment service. Through collaboration and partnership, the goal is to increase the employment of people with disabilities until it is equal to those without disabilities. providers, state and federal agencies, individuals with disabilities and their family members. Thomas Bagarella is also a member of the Massachusetts Rehabilitation Commission's Employer Advisory Board. The Massachusetts Rehabilitation Commission partners with companies in Massachusetts to place people with disabilities in the workforce.</p> <p>Current Newspaper Job Board, April 2021</p> <p>AAJA public media network event, March 2021</p>

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	<p>The Partnership, Inc. 2021 JobBoard Reception, October 2021</p> <p>NABJ Career Fair, August 2021</p> <p>NABJ and Public Media Village job fair, August 2021</p> <p>NAHJ and Public Media Village job fair, June 2021</p> <p>AAJA and Public Media Village job fair, August 2021</p> <p>Columbia Journalism School Career Expo, April and June 2021</p> <p>Local SPJ career expo, February 2021</p>
<p>Participation in at Least Four Events Sponsred by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues, Including Conventions, Career Days, Workshops and Similar Activities</p>	<p>It is the practice for all WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>Online News Association (ONA), October 2021</p> <p>PMJA, June 2021</p> <p>NICAR, March 2021</p> <p>IRE, June 2021</p> <p>PMDMC, July 2021</p> <p>ONA Insights, October 2021</p> <p>Association of Fundraising Professionals: Nudges that Improve Legacy Marketing, April 2021</p> <p>Public Media For All - A Day of Action and Education, November 2021</p> <p>Public Media for All: Field Notes from The Frontlines: Diversity, Equity & Inclusion Movement in Public Media,</p> <p>Inclusive Investments: Investing with a Racial and Gender Lens, March 2021</p> <p>ProPublica - Held to Account: How Our Journalism Made a Difference, November 2020</p> <p>Massachusetts Conference For Women, December 2020</p> <p>Words Matter – White Fundraisers, Anti-Racist Action, & the Ways We Describe It, December 2020</p> <p>Knight Media Forum, March 2021</p> <p>Why Do We Shape Our Stories from a Donor-Centric Perspective? Shifting Our Lens to Community-Centric Storytelling and Fundraising, March 2021</p> <p>Public Media for All: Vision 2022: An Imperative for Public Media’s Future, November 2021</p> <p>2021 Local that Works Grand Finale, November 2021</p> <p>Lenfest News Philanthropy Summit, November 2021</p> <p>Google News Initiative's 2021 Global Summit, November 2021</p> <p>PRPD Virtual conference, August 2021</p> <p>News Product Alliance, March 2021</p>

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<p>Provision of Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination</p>	<p>Beyond Binaries Diversity, Equity, and Inclusion Workshops, October 2020 - January 2021 On the money: Pay equity in pubmedia September 2021</p> <p>CPB Harassment & Bias Prevention Training, September 2021</p> <p>Boston University's Sexual Misconduct Prevention Training, October 2021</p>
<p>Other Activities</p>	<p>WBUR's Managing Director of News & Programming oversees a panel comprised of many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award, established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for his/her individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>WBUR continues to partner with the Dorchester Reporter. (And with El Planeta)</p> <p>In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR in its CitySpace convening space, hosted the debate of Boston Mayoral candidates, September 2021</p>

WBUR
EEO PUBLIC FILE REPORT
Attachment A

Recruitment Sources used for Full-Time Job Openings

- 1 Action for Boston Community Development
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
HR@bostonabcd.org
- 2 Alliance for Women in Media
2365 Harrodsburg Rd., A325
Lexington, KY 40504
- 3 Asian American Journalists Assoc.
5 Third Street, Suite 1108
San Francisco, CA 94103
National@aja.org
Contact: Kathy Chow, Executive Director
415-346-2051
www.aja.org
- 4 Assoc of Fundraising Professionals, MA Chapter
465 Waverley Oaks Road, Ste. 421
Waltham, MA 02452
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon
- 5 Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905
- 6 Career Collaborative, Inc.
77 Summer Street, 11th Floor
Boston, MA 02111
Attn: Mary Leviner, Employment Associate
(617) 424-6616
www.careercollaborative.org
- 7 Massachusetts Broadcasters Assoc.
PO Box 857
Clark, NJ 07066
800-471-1875
www.massbroadcasters.org
- 8 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com
- 9 National Assoc. of Asian American Professi
Boston Chapter
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
www.naapboston.org
- 10 National Assoc. of Black Journalists-Boston Chapter
158 Tremont St., #1
Cambridge, MA 02139
<http://careerservices.nabj.org/>
Web posting on career page
- 11 National Assoc of Hispanic Journalists
Hugo Balta, President
1050 Connecticut Ave NW, 10th Floor
Washington, DC 20036
202-662-7145
www.nahj.org
- 12 Public Media Business Association
7918 Jones Branch Drive, Ste. 300
McLean, VA 22102
703-506-3292
www.pmbaonline.org
- 13 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
www.ulem.org
- 14 Women in Development of Greater Boston
22 Bates Road, Ste. 224
Mashpee, MA 02649
617-489-6777
Megan Panek, President
www.widgb.org
- 15 National Association of Colleges
and Employers
62 Highland Ave.
Bethlehem, PA 18017-9085
- 16 Boston College Career Center
38 Commonwealth Ave.
Chestnut Hill, MA 02467
Attn: Roger Woolsey
- 17 Asian American Journalists Association
<http://www.aja.org/category/jobs-opportunities/>
Web Posting on career page
- 18 National Association of Hispanic Journalist
<http://www.nahjcareercenter.com/>
Web posting on career page
- 19 JournalismJobs.com
<http://www.journalismjobs.com/index.php>
Web posting on career page
- 20 Corporation of Public Broadcasting Jobline
<http://www.cpb.org/jobline/>
Web posting on career page
- 21 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cpaboston.org
- 22 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwmanhattanchapter@yahoo.com
- 23 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger
- 24 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region
- 25 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacc.com
- 26 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org
- 27 Latino Professional Network
P.O. Box 960601
Boston, MA 02196-0601
p. 617-247-1818
f. 781-341-3810
Contact: Rick Colon
www.lpn.org
- 28 Nat'l Assoc. of Minority Media Executives
Toni Laws, Executive Director
7950 Jones Branch Drive
McLean, VA 22107
p. 1-888-968-7658
f. 703-854-7181
- 29 National Association of Negro Women
c/o Barbara Robinson
PO Box 2804
Woburn, MA 01888-1404
978-535-7415
- 30 National Multicultural Institute
3000 Connecticut Ave NW, Suite 438
Washington, DC 20008
p. 202-483-0700
f. 202-483-5233
Contact: Kelly Reid, Program Manager

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www.namme.org

31 Native American Journalists Assoc.
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201
405-325-9008
Contact: Jeff Harjo, Executive Director
www.naja.com

34 The Partnership, Inc.
155 Seaport Blvd., 11th Floor
Boston, MA 02210
Attn: Suzanne Wilkins, Director Pgm Services
p. 617-262-2828
f. 617-988-6157
thepartnershipinc.org

37 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.edu

40 University of Massachusetts at Boston
Office of Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393

Contact: Mary Mahoney
617-287-5525
www.careers@umb.edu

43 idealist.org
<http://www.idealists.org/info/Jobs>
Web posting on career page

46 LinkedIn
<https://www.linkedin.com/job/home>

49 Current
<https://www.current.org>

52 InsideHigherEd.com
<https://www.insidehighered.com>

55 Salt Listserv
<https://www.meca.edu/academics/graduate/salt/>

58 Professional Diversity Network
<https://www.prodivnet.com/>

60 Indeed.com

63 Glassdoor.com

66 PublicMediaJobs.org

69 Asian American Civic Association
aaca-boston.org

72 Sonic Soiree Newsletter
<https://www.facebook.com/groups/450209022047055>

32 North of Boston Convention & Visitors Bureau
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.org

35 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586
Contact: Matt Cardin
careers@emerson.edu

38 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu

41 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml

44 Association of Fundraising Professionals
http://www.afpnet.org/JobCenter?navItemNumber=505&_ga=1.150573749.221532673.1416349331

47 Monster
<http://www.monster.com/>

50 Source
<https://source.opennews.org>

53 Stack Exchange Inc.
<http://stackoverflow.com/jobs>

56 Transom Listserv
<https://transom.org/>

59 Higher Education recruitment Consortium
<https://www.hercjobs.org/>

61 ZipRecruiter.com

64 CareerBuilder.com

67 EmploymentCrossing.com

70 JobTarget.com

73 Egon Zehnder
<https://www.egonzehnder.com/what-we-do/executive-search>
Contact Kim Henderson
(617) 535 3500

www.nmci.org

33 Operation A.B.L.E of Greater Boston
174 Portland Street
Boston, MA 02114
617-542-4180
Contact: Ron Genzale
rgezale@operationable.net

36 Emmanuel College
Office of Internships & Career Development
400 The Fenway
Boston, MA 02115
p. 617-735-9975
f. 617-264-7695
e. weilerbr.emmanuel.edu
Brie Weiler, Career Advisor

39 Suffolk University Career Services & Coop
8 Ashbton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu

42 WBUR Website
www.wbur.org

45 The Chronicle of Philanthropy
<http://philanthropy.com/section/Jobs/224/>
Web posting on career page

48 Broadcast and Cable
<http://www.broadcastingcable.com/>

51 HigherEdJobs.com
<https://www.higheredjobs.com>

54 Association of Independents in Radio Listserv
<https://airmedia.org/>

57 Facebook.com Groups
Journalists of Color in Public Media
Public Media
Radio Women Rule the World

62 Simplyhired.com

65 NAB Leadership
BroadcastCareerLink.com

68 Careerlink.com

71 The Work Place
workplace.org

74 Content Ink
<https://content-ink.com/services>
Contact John McCarus
(347) 702-1688

Agencies Requesting Notification of Job Vacancies

Date Request <u>Received</u>	<u>Name of Organization</u>	<u>Contact Person</u>	<u>Title</u>
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N/A

Street

City

State & Zip