

WAER EEO Outreach Statement

WAER had three vacant positions that it filled during the past two years covered in the station's 2020 and 2021 EEO Public File Reports. The station also continued its broad and inclusive outreach activities that continued to bring attention and awareness to the station as a potential place of employment for the Central New York community.

Among the outreach activities that station has engaged in is providing training opportunities for students and community members in areas that include music announcing, sports announcing, broadcast journalism, and analog and digital production. About 100 people a year receive such training with oversight from the station's Director of Programming and Operations and News and Public Affairs Director. Participation is on an available space basis. Likely due to Covid-19, participation in this program, as with some other outreach activities dropped this past year.

WAER also utilizes several online job banks that allows a job seeker to view and apply for positions from virtually any location at any time. WAER also uses the national on-line job banks of the Corporation for Public Broadcasting Eastern Region Public Media, the Public Radio Program Director's association, New York State Broadcasters Association, National Association of Broadcasters, Society of Broadcast Engineers, HigherEd Jobs.com and other industry related social media radio groups.

Some of the outreach activities WAER has historically participated in were either cancelled, postponed, or cut-back to virtual activities due to Covid-19. Nonetheless, of the three job vacancies filled during the two year period covered in this report a good percentage of the applicants self-identified as "diverse," providing WAER with a diverse applicant pool to fill its job vacancies.