

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Membership Assistant	4-6, 9, 11-13, 17	17
Program Director	1-4, 7-8, 10, 14-17	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Email : mparvis@allaccess.com Matt Parvis	N	1
2	Blinkhorn, LLC 23 Grant Ave Old Greenwich, Connecticut 06870 Phone : 203-274-8838 Email : ann@blinkhorn.us Ann Blinkhorn	N	3
3	Corporation for Public Broadcasting - Public Media Employment Opportunities 401 9th Street NW Washington, District of Columbia 20004 Phone : 202-879-9600 Job Listings Manual Posting	N	0
4	Fordham.edu 441 East Fordham Rd Bronx, New York 10458 Phone : 718-817-4550 Url : www.fordham.edu Chuck Singleton Manual Posting	N	3
5	Greater Public job board P.O. Box 30327 Austin, Texas Phone : 800-454-2314 Job Listings Manual Posting	N	0
6	Indeed.com	N	5
7	Inside Radio P.O. Box 742263 Atlanta, Georgia 30374 Phone : 800-338-1298 Email : Paul@insideradio.com Paul Heine	N	0
8	Internal Posting	N	2

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9	museum hue _ colorful. cultured. Cool www.facebook.com/Museumhue/ Online, New York Phone : 718-954-2787 Job Listings Manual Posting	N	0
10	Public Media Jobs 4400 Massachusetts Avenue NW Washington, District of Columbia 20016 Job Listings Manual Posting	N	2
11	Public Media Millennials Private Facebook Group Online, New York Job Listings Manual Posting	N	0
12	Public Media Women in Leadership 4010 Sorrento Valley Blvd Suite 400 San Diego, California 92121 Private Facebook Group Manual Posting	N	0
13	Public Radio Association of Development Officers 1000 Potomac Street NW Washington, District of Columbia 20007 Job Listings Manual Posting	N	0
14	RAMP: Radio and Media Pros 25876 The Old Road #254 Valencia, California 91381 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
15	TheSandsReport.com Facebook Group Mill Valley, California Phone : 415-383-5955 Email : richard@thesandsreport.com Richard Sands	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	TheTop22.com Radio Industry Board New York, New York Phone : 917-533-4578 Email : paul@pmarsworldwide.com Paul Marszalek	N	0
17	WFUV Fordham University Bronx, New York 10458 Phone : 718-817-4550 Url : www.wfuv.org Email : lfedele@wfuv.org Laura Fedele	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	WFUV's Sports Director presented a year-long sports broadcasting workshop to Fordham University students who work at the station. 25 student interns had the opportunity to learn about sports broadcasting from a series of 13 guest speakers, many of them among the industry's best, including anchors, reporters and play-by-play personalities from NBC Sports, ESPN, Fox and others. 13 one-hour workshops across 2021, from 2/17/2021-12/15/2021.	26	Sports Director
2	3/6/2021	Participation in events or programs sponsored by educational institutions	WFUV's News Director led a vocal performance coaching session for student journalists across NY State, in collaboration with New York State Associated Press Association's virtual conference and the Newhouse School at Syracuse University.	1	News Director
3	3/10/2021	Participation in events or programs sponsored by educational institutions	WFUV's News Director led a vocal performance training session via Zoom for students at Columbia University's graduate school of journalism.	1	News Director
4	3/21/2021	Participation in events or programs sponsored by educational institutions	WFUV's News Director organized and led a virtual panel discussion for the Deadline Club (NYC's chapter of the Society of Professional Journalists) on FOIA and FOIL. Panelists shared timely insight on government openness and accessing public records at the federal and state level during the COVID-19 pandemic and beyond. This session was open to all journalists and student journalists.	1	News Director
5	4/27/2021	Participation in events or programs sponsored by educational institutions	WFUV's News Director moderated a virtual event for the Fordham University Alumni Association. The event was focused on artificial intelligence, diversity, the environment and sustainability.	1	News Director

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6	6/25/2021	Participation in events or programs sponsored by educational institutions	WFUV's News Director gave the commencement speech at the World Journalism Preparatory School in Queens, NY. The speech aimed to inspire and encourage graduates to speak the truth, elevate underrepresented voices and decipher fact from fiction, among other things.	1	News Director
7	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's News Director crafted and instructed a semester's long course at Fordham University that taught the fundamentals of audio journalism while providing the opportunity for 17 undergraduate students to intern at WFUV for 8 hours per week in order to gain hands-on practical experience in a working newsroom. Internship spanned 9/9/21-12/9/21, for 13 total sessions at 2:45 per session.	1	News Director
8	Ongoing Event	Participation in events or programs sponsored by educational institutions	WFUV's News Director was an instructor of a two-weekend audio training course for graduate students at Columbia University's Graduate School of Journalism. The course took place on 9/18/21 and 9/25/21, for 8 hours per day and a total of 16 hours.	1	News Director
9	Ongoing Event	Provision of training to management	WFUV engaged GGD Development, a local Bronx consulting firm, to conduct a four-month long series training workshops on Diversity, Equity, Inclusion and Belonging. The station's entire professional team (31 individuals) participated in the 13 "Inclusion C.O.D.E." workshops, which were 90 minute sessions. Ongoing weekly event from 9/27/21 to 1/25/22.	31	General Manager

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10	Ongoing Event	Provision of training to management	<p>Members of WFUV’s senior leadership team participated in the online course, “Preventing Harassment and Discrimination,” an Everfi training module for Supervisors, provided by Fordham University. The team took the learning module individually at their own pace from 10/5/21 to 11/30/21.</p> <p>More broadly, every member of the professional staff and student interns completed some version of the training and received certification.</p>	11	General Manager Director of Finance Director of Technical Operations Program Director
11	10/26/2021	Provision of training to management	WFUV provided a one-evening, two-hour Diversity, Equity, Inclusion and Belonging workshop to members of the station’s Advisory Board. The session was conducted by GGD Development, a local Bronx consulting firm. 16 individuals participated in the training - 5 station staff members plus 11 advisory board members.	5	General Manager Director of Finance Program Director Senior Director of Development
12	Ongoing Event	Provision of training to management	GGD Development provided the General Manager and Program Director with a series of 7 one-hour executive coaching sessions on diversity, equity, inclusion and belonging. The training sessions occurred from 11/1/21 to 1/15/22.	2	General Manager Program Director
13	Ongoing Event	Participation in events or programs sponsored by educational institutions	WFUV’s News Director and Assistant News Director developed and led a two-weekend audio journalism boot camp for undergraduates at Fordham University. The boot camp was designed to allow students to explore opportunities in the field of audio journalism and involvement with WFUV. Training was held on 11/6/21 and 11/13/21, two days x 8 hours per day, for a total of 16 hours.	2	News Director Asst News Director

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14	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFUV's Assistant News Director is part of the Public Media Journalism Association's new pilot mentoring program for journalists of color. She meets on an ongoing monthly basis with her mentee, a WDET reporter and Bangladeshi American in Detroit. The mentee is passionate about community journalism, and aspires to give American Muslims and minorities a voice in the press.</p> <p>Mentorship was established on 11/19/21, and continued on 12/2/21 and 1/6/22. The program will continue monthly in 2022.</p>	1	Asst News Director
15	Ongoing Event	Provision of training to management	<p>To ensure that all members of WFUV's leadership are well informed on hiring practices, the 11-member senior team viewed a one hour training webinar on the FCC's EEO rules. The video was produced by Fletcher, Heald & Hildreth.</p> <p>The team viewed the video individually from 1/11/22 to 1/28/22.</p>	11	Music Director Digital Director Marketing Director Membership Director