

EEO Narrative Statement
Western New York Public Broadcasting Association

Western New York Public Broadcasting Association (Buffalo Toronto Public Media or BTPM), is the licensee of the following noncommercial educational stations:

WNED-TV, Buffalo, NY
WNED-FM, Buffalo, NY
WBFO(FM), Buffalo, NY
WUBJ(FM), Jamestown, NY
WNJA(FM), Jamestown, NY
WOLN(FM), Olean, NY

Buffalo Toronto Public Media is committed to building a diverse and inclusive workplace and strongly encourages members of traditionally underrepresented communities to apply for job openings. Buffalo Toronto Public Media is dedicated to providing broad outreach regarding job listings at the stations. BTPM recruits from a variety of sources, including the Non Profit Network, the New York State Labor Department Job Bank, and the University of Buffalo, as well as the New York State Broadcasters Association. BTPM also lists job vacancies with the Corporation for Public Broadcasting, the National Education Telecommunications Association (NETA), and the Public Media Business Association (PMBA), as well as Indeed.com and LinkedIn. All job openings are also listed on BTPM's website, as well as through BTPM's social media accounts.

BTPM regularly participates in job fairs, although that activity has been challenging during the pandemic. BTPM regularly hosts student interns from the University of Buffalo, Canisius College, Ithaca College, Buffalo State College, and from CUNY's Craig Newman Graduate School of Journalism in various areas of station operations, including programming, digital and news production.

BTPM lists all openings, including all upper-level category openings in job banks or newsletters of media trade groups whose membership includes substantial participation of women and minorities such as the Western New York Association of College Career Centers and the New York State Job Bank. BTPM also provides training for all employees, including management personnel, to ensure equal employment opportunity and to prevent discrimination.