

ATTACHMENT B

MENU OPTION ACTIVITIES

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

Type of Activity	Description
I. Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them For Higher Level Positions	Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies that help expand strategic perspective and capability like investigative capabilities, editing, and reporting techniques to advance careers. A dozen WBUR employees attended throughout the year.
	Newsroom - Modules for intensive training by Cindy Carpien, twice; Jan-Feb, and July-Aug. 8-10 WBUR staff attended these sessions to learn about radio and broadcast fundamentals, specifically for journalists new to WBUR.
	Newsroom - Loyola Master Class for Media Managers, September. One staff member attended to build leadership skills.
	Newsroom - Public Media Journalism Association Editors trainings, March and November. Two newsroom staff attended to develop editing skills and manager.
	Newsroom + Here & Now - Signature Sound voice coaching. Two staff attended to develop broadcast voicing techniques.
	Newsroom - Blue Cross Blue Shield fellowship, intensive week-long program. One staff member participated to develop greater expertise in the health reporting space.
	Newsroom - Series of Friday newsroom trainings on source development, newscast, social media, wordpress, newsboss, photo placement and editing, investigative techniques, state house legislative tools, and more. 40-50 staff attended to refresh and develop technical skills and the reporting craft for development in current role.
	One WBUR employee attended the Asian American Journalists Association (AAJA) annual conference, July 2022, an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in the public media space.
	Online News Association (ONA) annual conference, Sept. 2022. Six staff attended remotely and in-person for an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in digital media.
	Four staff attended the National Association Black Journalists + National Association Hispanic Journalists annual conference, Aug. 2022, an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in the public media space.
	Investigative Reporters and Editors (IRE) annual conference, June 2022. Three staff attended for an opportunity to network and attend professional development workshops on editing, sound, and the latest trends and innovations in digital media.
	FOIA workshop led by MuckRock and hosted by the New England First Amendment Coalition. Deepening reporting skills, five staff in attendance this year.
	Operationalizing Engaged Journalism (OEJ) / training day visit from Ashley Alvarado, Nov. 2022. 50-60 staff attended to develop inclusive reporting practices.
	Four staff attended the Public Media Development and Marketing (PMDMC) annual conference, July 2022, which addressed a wide variety of topics relevant to public media personnel, including senior leaders in public media, corporate support through underwriting, journalism funding through partnerships, planned giving, leading with vision, strategic planning, and innovative fundraising.
	Maximize Your Productivity by Managing Time and Tasks on Terrier eDevelopment - Apr. 2022 (IT). One staff attended to improve efficiency and learn strategies around productivity.
	Program: Adobe Max Conference, Virtual. (One member of the Membership team attended.). 10/18/22-12/20/22 (Membership)
II. Participation in Job Banks, Internet Programs and other Programs Designed to Promote Outreach Generally	Major Gifts + Planned Gifts, Crescendo – April 20, 2022 Development. One staff member to advance their ability to obtain major gifts.
	Knight Media Forum (Feb 22-23 Development). One staff member attended to develop digital strategy capability.
	Next Gen Public Media Accelerator cohort led by the Joan Ganz Cooney Center and the American Press Institute Election Grantee cohort (Development). One staff member attended to develop digital strategy capability.
	Boston's The Ad Club ongoing seminars and meetings. Included professional development as a media partner and traded seats for the Ad Club Women's Leadership Forum (BP and Marketing staff attended)
	Boston's Financial Communication Society events.
	Public Media Development & Marketing Conference 2022
	Public Radio Program Directors conference 2022
	Annual Massachusetts Conference for Women. WBUR as media partner includes professional development and traded seats.
	BU Sustainability Farmer's Market partner (Cooked newsletter promotion)
	Lynn, Mass. Voter Engagement: Farmers Market, RAW Arts and Lydia Pinkman Open Studios
	WBUR as media partner for the Amplify Latinx PowerUp Summit

WBUR as media partner for the Annual Boston Book Festival

Society of Environmental Journalists annual conference

National Association of Black Journalists + National Association of Hispanic Journalists annual conference + job fair

Radio Engineerings meeting - May, Aug. & Nov. 2022

Engineering NPT Media Tour - Sep. 2022

Columbia Journalism School Career Expo

NPR Intern/Temp Virtual Networking Fair

Program: Boston University's Summer Orientation Job Fair(s). June 9 through Sept 2 (5 sessions). This series of events was held for incoming first-year students with work-study grants who were looking for employment for Fall 2022. (Two members of the Membership team attended. Other WBUR staffers attended). June 6/9/22; 6/16/22; 6/23/22; 6/30/22 & 9/2/22 (Membership)

III. Participation in at Least Four Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues, Including Conventions, Career Days, Workshops and Similar Activities

Participation in weeklong mentorship programs via NextGenRadio

National Association of Hispanic Journalists New England career coaching network pilot program

National Association of Hispanic Journalists New England early career job hunting tips virtual panel

Online News Association (ONA), Sept 2022 <https://ona22.journalists.org/>

Podcast Movement, Aug. 23-26, 2022. <https://2022.podcastmovement.com/>

News Product Alliance Mentorship Program <https://newsproduct.org/mentor-network>

Program: Public Media Development Marketing Conference (PMDMC) held in Chicago. (One member of the Membership team attended). 7/19/22-7/22/22 (Membership)

Covering indigenous communities in New England, hosted by Native American Journalists Association and New England News Collaborative

National Lesbian and Gay Journalists Association (NLGJA) annual conference, Sept. 2022

IV. Provision of Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination

Beyond Binaries' Diversity, Equity, and Inclusion Workshops: "Ally to Co-conspirator", December 2021-February 2022

Senior Team Inclusive Leadership Learning & Development Series January-October 2022

Corporation for Public Broadcasting Harassment & Bias Prevention Training, September 2022

Boston University's Sexual Misconduct Prevention Training, October 2022

V. Other Activities

WBUR's Chief Content Officer 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.

WBUR continues to partner with the region's largest newspaper provider of Spanish-language content, El Planeta

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 numerous political debates for MA state offices, August-October 2022

VI. Internships & Fellowships

WBUR provided two fellowships to BU Comms students in the Spring of 2022. One with podcasting, and one with general news.

WBUR provided a year long Arts & Culture fellowship in 2022

WBUR provided two fellowships for a yearlong rotation program in our Newsroom in 2022

WBUR provided one summer internship with our Here & Now team

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 Me
2365 Harrodsburg Rd., A325
Lexington, KY 40504
- 3 Asian American Journalists Assoc.
5 Third Street, Suite 1108
San Francisco, CA 94103
National@aaaja.org
Contact: Kathy Chow, Executive Director
415-346-2051
www.aaaja.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 Com
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 Net
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com
- 9 National Assoc. of Asian American Professionals
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 Hispani
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 c
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 Journalis
<http://www.aaaja.org/category/jobs-opps>
Web Posting on career page
- 18 National Association of Hispanic Journalists
<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 Bro:
<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 Service
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 Service
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
www.namme.org
- 29 National Association of N
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
www.nmci.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
- 32 North of Boston Conventic
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.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
- 34 The Partnership, Inc.
- 35 Emerson College
- 36 Emmanuel College

- 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 idealists.org
<http://www.idealists.org/info/jobs>
Web posting on career page
- 44 <http://www.monster.com/>
- 45 <http://www.current.org>
- 46 <http://www.insidehighered.com>
<https://www.insidehighered.com>
- 47 Salt Listserv
<https://www.meca.edu/academics/graduate/salt/>
- 48 Professional Diversity Network
<https://www.prodivnet.com/>
- 49 [Indeed.com](http://indeed.com)
- 50 [Glassdoor.com](http://glassdoor.com)
- 51 [PublicMediaJobs.org](http://publicmediajobs.org)
- 52 Asian American Civic Association
aaca-boston.org
- 53 Sonic Soiree Newsletter
<https://www.facebook.com/groups/450209022047055>
- 54 JournalismNext
<https://www.journalismnext.com/>
- 55 DG DDI Research
<https://www.developmentguild.com/>
- 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
- 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 & Cooperative
8 Ashbutoon Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu
- 41 Boston University Website
www.bu.edu/hr/employment/jobs/jobs.aspx
- 42 WBUR Website
www.wbur.org
- 44 Association of Fundraising Professionals
<http://www.afpnet.org/JobCenter/?nav=1>
- 45 The Chronicle of Philanthropy
<http://philanthropy.com/section/Jobs/224/>
Web posting on career page
- 47 Broadcast and Cable
<http://www.broadcastingcable.com/>
- 51 [HigherEdJobs.com](http://higheredsjobs.com)
<https://www.higheredjobs.com>
- 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](http://ziprecruiter.com)
- 64 [CareerBuilder.com](http://careerbuilder.com)
- 67 [EmploymentCrossing.com](http://employmentcrossing.com)
- 70 [JobTarget.com](http://jobtarget.com)
- 73 Egon Zehnder
<https://www.egonzehnder.com/what-we-do/ex>
Contact Kim Henderson
(617) 535 3500
- 74 Content Ink
<https://content-ink.com/services>
Contact John McCarus
(347) 702-1688
- 76 NYC Public Radio Listserv
<https://groups.google.com/forum/#!topic/nycpr-radio-listserv>
- 77 Koya Partners
<https://koyapartners.com/>
- 79 Ladio Listserv
<https://www.bu.edu/hr/management-resources/hiring-temporary-personnel/temporary-agency-personnel/>
- 80 Terrier Temps
<https://www.bu.edu/hr/management-resources/hiring-temporary-personnel/temporary-agency-personnel/>

Agencies Requesting Notification of Job Vacancies

<u>Date Request</u> <u>Received</u>	<u>Name of Organization</u>	<u>Contact</u> <u>Person</u>	<u>Title</u>	<u>Street</u>	<u>City</u>	<u>State & Zip</u>
N/A	N/A	N/A	N/A	N/A	N/A	N/A