

## **WPM EEO Public File Report**

### **I. FULL TIME JOBS FILLED: June 1, 2020 – May 31, 2021**

No Vacancies were filled in Reporting Period.

### **II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.**

No Vacancies were filled in Reporting Period.

### **III. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL TIME VACANCIES, AND NUMBER OF PERSONS REFERRED BY EACH RECRUITMENT SOURCE USED FOR VACANCIES.**

No Vacancies were filled in Reporting Period.

## **LIST OF PRONG 3 INITIATIVES IMPLEMENTED DURING THIS PERIOD.**

Wyoming Public Media has engaged in the following outreach activities during the period covered by this report:

### **A. Name of Initiative: Intern and Volunteer Programs (ongoing)**

#### **Description:**

June 2020 - May 2021. WPM continued its intern and volunteer programs in modified fashion due to the COVID pandemic. University students and community members are invited to apply for training and experience in news/public affairs reporting, production, and website development. In addition to training, students receive UW course credit. Frequently, volunteers and interns move on to paid positions. All activities were conducted in accordance with University of Wyoming COVID Guidelines.

#### **Scope:**

Six students participated in the internship program over the past year. Ten volunteers assisted on a regular basis as hosts for Wyoming Sounds or in news/podcast production. No volunteers were used for membership events during the year.

#### **Personnel Involved:**

Includes University students and general public; Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Erin Jones, News

Anchor/Reporter; Grady Kirkpatrick, Program Director; Cooper McKim, News Anchor/Reporter; Paul Montoya, Chief Engineer; Anna Rader, Website Manager; and Micah Schweizer, Cultural Affairs Director.

## **B. Name of Initiative: Staff Training & Development (ongoing)**

### **Description:**

June 2020 - May 2021. WPM continued 3 multi-year training initiatives with industry leaders PRX, Ground Truth Project, and Harvard University this year. The station continues sending most full-time staff and broadcast professionals to local, regional, or national workshops and conferences for the purpose of developing professional skills and knowledge for career advancement. On-campus training & webinars are also attended. Due to the COVID pandemic workshops and trainings were attended virtually.

### **Scope:**

Multi-Year Programs:

Project Catapult (PRX) provides training in multiple areas of podcast production thru 20 intensive weeks of conferences, webinars, and consultations, followed by 3 years of continuing interaction.

Report for America (GroundTruth Project) matches promising young reporters with under reported markets.

Abrams Nieman Fellowship for Local Investigative Journalism (Harvard University) provides 2 semesters at Harvard and 9 months of fieldwork in Investigative Journalism.

Conferences Attended: PRPD/PMJA Conference, Online National News Conference, NAJA Conference, Governor's Business Forum, and Leadership Wyoming. WPM was also represented at various CPB, NPR, and other National conference calls. All conferences were attended virtually due to COVID.

Technical Training: Major Gift Academy by Greater Public, iWave software training by iWave, GROVE training from NPR, CPB EverFi Workplace Training, CSG Requirements by CPB.

Webinars Attended: numerous opportunities from a variety of regional & national groups covered multiple topics of interest including digital media, podcasting, storytelling, reporting on science, ethics in news reporting, music rights, fund raising, donor stewardship, corporate development, diversity and bias in fundraising, managing COVID impacts, and more.

Institutional Training: UW requires all employees to take an assortment of training on policies and procedures. Staff members also took advantage of diversity, software, and professional development training opportunities.

WPM's News & Cultural Affairs productions won multiple awards this year including: 3 Regional Edward R. Murrow Awards, a PMJA Award for Feature Reporting, and a Best Multimedia Radio or Podcast Award from NAJA.

**Personnel involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director, Dianne Burner, Corporate Development Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engle, Reporter; Erin Jones, News Anchors/Reporter; Grady Kirkpatrick, Program Director; Kamila Kudelska News Anchor/Reporter; Savannah Maher, News Anchor/Reporter; Tina McGee, Corporate Development Representative; Cooper McKim, News Anchor/Reporter; Andrew Mittelstadt, Membership Director; Paul Montoya, Chief Engineer; Maggie Mullen, News Anchor/Reporter; Anna Rader, Online Manager; Sandy Roller, Business Manager; Micah Schweizer, Cultural Affairs Director ; Ben Slater, Broadcast Engineer; Taylar Stagner, Reporter; Tina Unger-McGee, Corporate Development, Tennessee Watson, News Anchor/Reporter; Catherine Wheeler, News Anchor/Reporter; and Ry Woody, Donor Relations Director.

**C. Name of Program: Dissemination of Employment Opportunities (Listing of Upper Level Opening in Job Bank/Newsletters)****Description:**

June 2020 - May 2021. Upper level jobs are listed through various web sites and distribution means for the relevant professional broadcast organizations which may include the Corporation for Public Broadcasting and Public Radio Program Directors Association. All benefited job openings are listed on the University of Wyoming website job postings which automatically lists job openings with the Wyoming Job Service with access to statewide reach as well as national listings. Depending on the scope and level of the job, openings are advertised in local, state, and national newspapers and journals.

**Scope:**

Review scope and level of job and submit job openings to the various outlets listed above as appropriate for reaching broad-based and targeted populations.

**Personnel Involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director; and Grady Kirkpatrick, Program Director.

**D. Name of Program: Sponsorship of Community Events Designed to Inform Public of Broadcasting Opportunities****Description:**

June 2020 - May 2021. Find and pursue opportunities to inform the community about Public Broadcasting. Organize, plan, present, sponsor, participate, and get involved in community endeavors, with material about Public Broadcasting tailored to interests of community involvement opportunity.

**Scope:**

WPM representatives spoke to community groups such as the Laramie Rotary, and other civic organizations via web conferencing on several occasions. Members of the WPM staff served as panelists or host for events including: “Neurons to Neighborhoods” for Wyoming 2030, an Education Session for the Wyoming After School Alliance, a discussion on Voting during the Pandemic and a Teletown Hall with Governor Gordon for AARP. New this year, WPM added a series of Facebook Live events which featured topics like “Meet Your Neighbor: A Conversation About the Rural West and the 2020 Election” and “Reversing Ghost Towing; Panel Discussion on Rural Despair and Resilience”. “Meet & Greet” sessions with our general manager and other WPM personnel were suspended this year. The annual public open house was replaced with a virtual tour of the campus and main studio in Laramie and included guest musicians via video.

**Personnel Involved:**

Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska, News Anchor/Reporter; Cooper McKim, News Anchor/Reporter; Paul Montoya, Chief Engineer; Bob Moore, host; Maggie Mullen, News Anchor/Reporter; Anna Rader, Website Manager; Micah Schweizer, Cultural Affairs Director; Taylar Stagner, News Reporter; Tennessee Watson, News Anchor/Reporter; and Catherine Wheeler, News Anchor/Reporter.