

## **FCC EEO Prong 3 Report**

**April 2022 to March 2023**

### **Participate in general outreach efforts through job banks and internet programs.**

- Significant use of a broad range of channels, including general and industry-specific sites, and organizations, such as universities, colleges and professional networking groups, designed to attract a diverse pool of candidates are used.
- WHYY also posts all job vacancies on their social media accounts.

### **Participate in at least four jobs fairs by station personnel who have substantial responsibility in the making of hiring decisions.**

- Since April 2022, WHYY representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHYY discussed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYY and collected resumes from interested attendees:
  - On October 21, 2022, the Specialist, Staffing & Human Resources attended Temple University's Career Fair at Klein College (virtual), meeting with 18 students.
  - On March 24, 2023, the Specialist, Staffing & Human Resources attended Temple University's Media and Communications Career Fair at Klein College (in person), meeting with 82 students.
  - On March 29, 2023, the Specialist, Staffing & HR and Vice President of News and Civic Dialogue attended Current's (Public Media) Virtual Career Fair meeting with 22 attendees.

### **Participate in at least four events over two years relating to career opportunities sponsored by educational institutions.**

- WHYY's Media Labs teach youth programs throughout the year to students in grades kindergarten through 12<sup>th</sup>. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
  - During April 2022 to March 2023, WHYY reached 1,37 students through in-school class projects with 49 teachers.
  - During April 2022 to March 2023, WHYY held 512 sessions of after-school programming, serving a total of 469 students through after-school programs and media clubs.
  - During April 2022 to March 2023, WHYY held 37 miscellaneous projects serving a total of 330 students.
- WHYY staff speak frequently to students and/or civic groups about careers in public media.
  - On February 6, 2023, the Host/Creative Director of "The Pulse" discussed career pathways into broadcasting with 20 students at the City University of New York.
  - On October 21, 2022, the Specialist, Staffing & Human Resources attended Temple University's Career Fair at Klein College (virtual), meeting with 18 students.

- On March 24, 2023, the Specialist, Staffing & Human Resources attended Temple University's Media and Communications Career Fair at Klein College (in person), meeting with 82 students.
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**Establishment of an internship program designed to develop skills needed for broadcast employment.**

- For the period of April 1, 2022 through March 31, 2023, 42 students participated in WHY's paid program, in departments throughout the organization.
- For Spring 2022, we had ten interns in departments throughout the organization including Media Arts Education, Major Gifts, Marketing, and the Newsroom.
- For Summer 2022, we had eleven interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, Public Information (Marketing), and the Newsroom.
- For Fall 2022, we had ten interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, and the Newsroom.
- For Spring 2023, we had eleven interns in departments throughout the organization including Media Arts Education, Major Gifts, TV Production, and the Newsroom.
- Starting in September 2020, WHY partnered with Temple University and the Philadelphia Association of Black Journalists to recruit interns for our internship program.

**Establish training or mentoring programs designed to enable employees to acquire skills to qualify for higher level positions.**

- Through WHY's tuition reimbursement benefit, regular, full-time employees, (upon successful completion of the course), can apply for tuition reimbursement for courses taken at accredited institutions related to professional advancement. However, during this timeframe (April 2022 – March 2023), no employees took advantage of this benefit.
- In 2019, WHY hired a Youth Employment Specialist and initiated our Pathways to Media Careers Program. To date, we have supported 242 paid work experiences for students in the WHY Media Arts Education Program. These opportunities were made possible through partnerships both within WHY and other partner organizations in the media field. Students received resume, job skills, interview training, and had the opportunity to exercise their media skills at prominent work places.

**Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.**

Digital Associate Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Producer, On Stage at The Curtis was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

TV/Audio Promotions Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Delaware Reporter was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Vice President of News and Civic Dialogue was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists , National Associate of Hispanic Journalists – Philadelphia Chapter

Newsroom Assignment Editor was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Associate Producer, Fresh Air was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Multimedia Health and Science Reporter was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Traffic Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Associate Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

General Assignment Reporter was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Education Reporter was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Audio General Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter, Blackjobs.com, Hispanicjobs.com

Managing Editor, Suburban Coverage was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Digital Producer, Digital Studios was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Podcast Associate Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Social Media Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Digital Video Producer/Editor was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Senior Audio Show Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Audio Show Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Multiplatform Reporter, The Pulse was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

On-Air & Digital Membership Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Associate Digital Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Multiplatform Editor/Audio was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Food and Drink Reporter, Billy Penn was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Investigative Reporter, Billy Penn was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Managing Editor, Plan Philly was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

Senior Operations Manager was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Asian Journalists, National Associate of Hispanic Journalists – Philadelphia Chapter

**Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.**

- All employees had to complete an online course, “Harassment and Discrimination Prevention” by September 30, 2022.