

WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)

EEO PUBLIC FILE REPORT

February 1, 2021 through January 31, 2022

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Chief Human Resources Officer	1-4, 11, 20, 25, 33, 48, 49	49
Digital Content Manager - WQXR/TGS	1-4, 11, 18, 20, 31, 33	1
Associate Producer, On The Media	1-4, 7, 11, 14, 30, 31, 33, 50	30
Digital Audio Network Engineer	1-5, 33	3
Data Reporter	1-4, 7, 13, 14, 31, 33, 51, 52	2
Human Resources Business Partner	1-4, 20, 25, 33	3
Editor/Producer, Radiolab	1-4, 7, 11, 13, 19, 20, 23, 30, 31, 33, 36-39, 50, 53-55	7
Associate Producer, Radiolab	1-4, 7, 11, 13, 19, 20, 23, 30, 31, 33, 39, 53-55	7
Producer, Radiolab	1-4, 7, 11, 19, 20, 31, 33, 42, 50, 54	33
HR Operations Specialist	1-4, 11, 20, 31	2
Broadcast Engineer	1-4, 30, 33	30
Vice President, Digital Membership	1-4, 25, 31, 33	33
Senior Publicist	1-4, 20, 34	3
Social Media Producer, News	1-4, 7, 11, 20, 31, 33, 52, 56, 57	3
Director, Patrons Program	1-4, 11, 31, 33, 41, 58	2
Senior Director, Financial Planning and Analysis	1-4, 20, 25, 59	2
Director, Operations and Project Management	1-5, 25, 33	33
Account Executive, Enterprise Clients	1-4, 11	2
Senior Digital Producer, The United States of Anxiety	1-4, 7, 19, 30, 53, 54	1
Director, Product Management News	1-4, 33, 60	33
Deputy Editor	1-4, 11, 25, 31, 33, 61	61

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Production Coordinator, Radiolab	1-4, 7, 20, 31, 33, 35, 55	1
Major Gifts Officer	1-4, 25, 31, 33, 41	3
Assistant Producer, Live Radio Projects	1-5, 17, 19, 20, 30, 31, 33	30
Project Coordinator, WQXR	1-4, 11, 14, 20, 31, 33	33
Director, Sponsorship Marketing Strategy	1-4, 7, 25, 31, 33	3
Lead Front End Engineer	1-4, 10, 33, 62	33
Director, Editorial Operations	1-4, 20, 23, 25, 30, 31, 33, 35	1
Producer I, All Of It	1-4, 11, 23, 28, 30, 33, 38, 50, 54, 63	30
Director, Digital News & Audience	1-4, 7, 11, 30, 31, 33, 57, 61	33
Associate Producer, All Of It	1-4, 28, 31, 33	33
Breaking News Editor	1-4, 30, 33, 37	3
New York Capitol Reporter	1-4, 7, 23, 33	7
Health & Science Reporter	1-4, 7, 11, 20, 31, 33, 57, 64	31
Poverty and Economic Instability Reporter	1-4, 7, 11, 31, 33, 47, 52, 64	31
Health & Science Reporter	1-4, 7, 11, 20, 30, 31, 33, 57, 64	30
Music Coordinator, WQXR	1-4, 11, 20, 30, 31, 33, 55	30
Editor, Race & Justice Unit	1-4, 31	31
Host, Consider This	1-4, 11, 17, 20, 31, 33, 64	1
Producer I, The New Yorker Radio Hour	1-4, 7, 22, 23, 30, 31, 33, 50	7
Planning Editor, The Takeaway	1-4, 30	30
Editor, Art & Culture	1-4, 13, 31, 33, 55	2
Senior Manager, Recruitment	1-4, 33	33
Executive Assistant to the CEO	1-5, 11, 20, 30	30
Editor, Public Safety	1-4, 33	1

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Executive Director, The Greene Space	1-4, 11, 18, 25, 30, 31, 33, 35	31
DevOps Engineer	1-4, 25, 10, 65-67	10
News Editor (evenings)	1-5, 11, 31, 33, 57	31
Publicist	1-4, 13, 20, 34, 68	3
Music Director, WQXR	1-4, 11, 20, 25, 31, 33	3
Managing Editor & Host, The Takeaway	30*	30

* *Exigent Circumstance*

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	Total Number of Interviewees
1	New York Public Radio Career Page www.wnyc.org/careers	No	59
2	Indeed www.indeed.com (Distributed by Jobvite)	No	39
3	LinkedIn www.linkedin.com	No	107
4	Glassdoor www.glassdoor.com (Distributed by Jobvite)	No	3
5	Simply Hired www.simplyhired.com (Distributed by Jobvite)	No	0
6	Black Jobs www.blackjobs.com/	No	0
7	Twitter www.twitter.com/	No	17
8	EmberWork www.emberwork.com/	No	0
9	Diversity Jobs www.diversityjobs.com/	No	0
10	Hacker News https://news.ycombinator.com/jobs	No	4
11	Google Jobs www.google.com	No	2
12	In Her Sight www.inhersight.com	No	0
13	Study Hall https://studyhall.xyz/	No	1
14	Handshake www.joinhandshake.com/	No	0
15	Instagram www.instagram.com	No	0
16	Chegg Internships www.chegg.com/internships	No	0
17	New York Association of Black Journalists www.nyabj.org	No	0

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18	Lensa https://lensa.com	No	0
19	LADIO Listserv	No	0
20	ZipRecruiter www.ziprecruiter.com	No	0
21	Global Jobs www.globaljobs.org	No	0
22	Way Up www.wayup.com	No	1
23	Facebook www.facebook.com	No	0
24	Entertainment Workers www.entertainmentworkers.com	No	0
25	The Ladders www.theladders.com	No	0
26	Carolina Association of Black Journalists https://cabjunc.wordpress.com	No	0
27	Idealist.org Action Without Border, Inc. 360 West 31 st Street, Ste. 1510 New York, NY 10001 www.idealist.org	No	0
28	Former Employee	No	1
29	Intentionally Omitted	-	-
30	Internal Posting/Candidate	No	20
31	Non-Employee Referral	No	34
32	Self-Referral/Walk-in	No	0
33	Employee Referral	No	51
34	MediaBistro www.mediabistro.com	No	0
35	New York Foundation for the Arts www.nyfa.org	No	0
36	JournalismNext www.journalismnext.com	No	0
37	National Association of Black Journalists www.nabj.org	No	0
38	National Association of Hispanic Journalists www.nahj.org	No	0

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39	Asian American Journalists Association www.aaja.org	No	0
40	Job/Career Fairs (See Sec. III)	No	0
41	Philanthropy News Digest https://philanthropynewsdigest.org/jobs	No	1
42	Neuvoo www.neuvoo.com	No	0
43	Archive Gigs www.archivesgig.com	No	0
44	New York State Department of Labor Building 12 W.A. Harriman Campus Albany, NY 12240	No	0
45	National Human Resources Assoc. www.humanresources.org	No	0
46	National Association for African Americans in Human Resources www.naaahr.org	No	0
47	Grist www.grist.org	No	0
48	ExecuNet https://www.execunet.com/	No	0
49	Heidrick & Struggles 2001 Pennsylvania Avenue, NW Suite 800 Washington, DC 20006 www.heidrick.com	No	22
50	Air Media www.airmedia.org	No	3
51	Investigative Reporters and Editors www.ire.org	No	2
52	Slack www.slack.com	No	1
53	HotPod www.hotpodnews.com	No	0
54	WOC Podcasters https://wocpodcasters.co/	No	1
55	Words of Mouth https://www.wordsofmouth.org/	No	1
56	MEO Jobs http://meojobsonline.com/	No	0
57	Online News Association https://journalists.org/	No	4

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58	WOC in Fundraising https://www.woc-fp.com/	No	0
59	National Association of Black Accountants https://www.nabainc.org/	No	0
60	Mind the Product https://www.mindtheproduct.com/	No	1
61	URL Media https://url-media.com/	No	15
62	Tech Jobs for Good https://www.techjobsforgood.com/	No	0
63	Corporation for Public Broadcasting https://www.cpb.org/	No	0
64	Journalism Jobs https://www.journalismjobs.com/	No	5
65	Jobs for DevOps https://jobsfordevops.com/	No	0
66	Blacks in Technology https://www.blacksintechology.net/	No	0
67	Women Who Code https://www.womenwhocode.com/	No	0
68	Public Relations Society of America https://www.prsa.org/	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			395

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program Summer 2021 Session (Jun-Aug)	<p>During the summer internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● On The Media – Princeton University ● Death, Sex and Money – UC Berkeley, University of San Francisco ● All of It – Washington University, Northwestern University ● Radiolab – Yale University ● The Brian Lehrer Show – Queens College, CUNY Newmark School of Journalism, NYU ● WQXR – Tufts University ● The United States of Anxiety – Brooklyn College ● WNYC Newsroom – American University ● Race & Justice Unit – Cornell University ● Legal – Brooklyn Law School ● Development – Cornell University ● Human Resources - NYU ● Data - NYU ● Diversity, Equity and Inclusion – Hunter College, John Jay College <p>Each internship provides unique experiences to learn about various topics in working in public media such as radio production, journalism, podcast production or supporting the work of content teams. NYPR staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p>
2	Internship Program Fall 2021 Session (Sept-Dec)	<p>During the fall internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● On The Media – University of Alabama at Birmingham ● Death, Sex and Money – Prescott College ● All of It – Wesleyan University ● Radiolab – UC Berkeley ● The Brian Lehrer Show – Fashion Institute of Technology, CUNY Newmark School of Journalism ● The Experiment – Brown University ● WQXR – Vassar College ● Archives – Pratt Institute ● Race & Justice Unit – Brooklyn College ● Development – Connecticut College

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		<p>Each internship provides unique experiences to learn about various topics in working in public media such as radio production, journalism, podcast production or supporting the work of content teams. NYPR staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p>
<p>3</p>	<p>Internship Program Spring 2022 Session (Jan-May)</p>	<p>During the fall internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● All of It - NYU Arthur L. Carter Journalism Institute ● The Brian Lehrer Show – The New School, CUNY City College ● Digital Asset Management – Pratt Institute ● Death, Sex and Money – VA Commonwealth University ● On The Media - CUNY Newmark School of Journalism ● Radiolab – Amherst College ● The Experiment - CUNY Newmark School of Journalism ● WQXR – University of Minnesota ● The Takeaway - Northwestern University, Medill School of Journalism ● Race & Justice Unit – Brooklyn College ● Archives – NYU Tisch <p>Each internship provides unique experiences to learn about various topics in working in public media such as radio production, journalism, podcast production or supporting the work of content teams. NYPR staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p>
<p>4</p>	<p>Participate in Job Fair</p>	<p>On October 22, 2021, our SEU participated in the City of New York Newmark J-School virtual career fair. Station participants included the Director of Talent and Recruitment and the Executive Producer of The Brian Lehrer Show, who discussed our internship program and career opportunities with interested attendees.</p>