

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

EEO PUBLIC FILE REPORT

February 1, 2023 through January 31, 2024

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
Reporter/Producer, WNYC Local Podcasts	1-9, 13, 14, 17, 39, 43, 49, 52, 53	13
Account Executive, Enterprise Clients	1-8, 14, 53	14
Politics Reporter	1-9, 14, 17, 53	1
Financial Analyst, FP&A	1-7, 9, 14, 17, 19, 53	1
Senior Producer, More Perfect	1-9, 10, 17, 25, 37, 53-55	9
Assistant Producer, WNYC News	1- 9, 13, 22, 53, 54, 56	13
Day-of News Reporter	1-10, 17, 41	10
Day-of News Reporter	1-9, 14, 22, 41	8
Audience Development Associate	1-9, 15, 37, 41, 42, 53, 57, 58	2
Arts & Culture Reporter	1-9, 17, 27, 32, 41, 53, 59	1
Policing & Public Safety Reporter	1-9, 12, 39, 41, 53	12
NYC Accountability Reporter	1-10, 13, 53	13
Economic Instability, Poverty & Homelessness Reporter	1-9, 12, 41, 53	12
Chief Human Resources Officer	1-9, 14, 15, 17, 53, 60, 61	2
Editor, Arts & Culture	1-7, 9, 12, 53, 54	12
NJ Reporter	1-9, 14, 40, 53, 56	1
Assistant Editor, Day-Of	1-10,17, 53, 56	10
Human Resources Business Partner	1-7, 9, 10, 25	10
Development Assistant	1-7, 10, 28	10

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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	NYPR Station Websites wnyc.org, wqxr.org, nypublicradio.org, gothamist.com, wnycstudios.org	No	39
2	LinkedIn www.linkedin.com	No	53
3	Indeed indeed.com (Distributed by Jobvite)	No	8
4	ZipRecruiter ziprecruiter.com (Distributed by Jobvite)	No	0
5	Lensa lensa.com (Distributed by Jobvite)	No	0
6	Glassdoor glassdoor.com (Distributed by Jobvite)	No	0
7	Twitter twitter.com	No	4
8	Employee Referral	-	68
9	Non-Employee Referral	-	10
10	Internal Candidate	-	7
11	Rehire	-	0
12	Promotion	-	3
13	Former Intern	-	3
14	NYPR Recruiter talent@nypublicradio.org	-	11
15	Simply Hired simplyhired.com (not directly notified by SEU)	No	0
16	Hacker News news.ycombinator.com/jobs	No	0
17	Google Jobs careers.google.com (not directly notified by SEU)	No	2
18	Study Hall	No	0

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	studyhall.xyz		
19	Handshake joinhandshake.com	No	0
20	LADIO Listserv	No	0
21	New York Association of Black Journalists nyabj.org	No	0
22	Asian American Journalists Association aaja.org	No	1
23	Way Up wayup.com (not directly notified by SEU)	No	0
24	Facebook facebook.com	No	0
25	The Ladders theladders.com (not directly notified by SEU)	No	0
26	Idealist.org Action Without Border, Inc. idealist.org	No	0
27	MediaBistro mediabistro.com	No	0
28	New York Foundation for the Arts nyfa.org	No	0
29	JournalismNext journalismnext.com	No	0
30	National Association of Black Journalists nabj.org	No	0
31	National Association of Hispanic Journalists nahj.org	No	0
32	Job/Career Fairs (See Sec. III)	-	1
33	Philanthropy News Digest philanthropynewsdigest.org/jobs	No	0
34	Air Media airmedia.org	No	0
35	Investigative Reporters and Editors ire.org	No	0
36	WOC Podcasters wocpodcasters.co	No	0
37	Words of Mouth www.wordsofmouth.org	No	0
38	Online News Association journalists.org	No	0

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39	Corporation for Public Broadcasting cpb.org	No	0
40	Journalism Jobs journalismjobs.com	No	0
41	Slack slack.com	No	1
42	Instagram instagram.com	No	0
43	Public Radio NYC Listserv (not directly notified by SEU)	No	1
44	Transom's Starting Out Newsletter (not directly notified by SEU)	No	0
45	Radiogines Google Group	No	0
46	Current jobs.current.org/	No	0
47	Women Who Code Slack Workspace www.womenwhocode.com	No	0
48	Philanthropic Planning Group of Greater NY www.ppggny.org/networking	No	0
49	Public Radio NYC Listserve https://groups.google.com/g/publicradionyc (not directly notified by SEU)	No	0
50	CUNY Newmark School of Journalism Newsletter (not directly notified by SEU)	No	0
51	The Chronicles of Philanthropy jobs.philanthropy.com/	No	0
52	Think Public Media www.thinkpublicmedia.org/	No	0
53	Unspecified (not directly notified by SEU)	-	7
54	Hollylist www.hollylist.com/ (not directly notified by SEU)	No	0
55	Way Up www.wayup.com/ (not directly notified by SEU)	No	0
56	Monster https://www.monster.com/ (not directly notified by SEU)	No	0
57	The Digilogue www.thedigilogue.com	No	0

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	(not directly notified by SEU)		
58	Pod News podjobs.net (not directly notified by SEU)	No	0
59	Haulix https://haulixdaily.com/jobs (not directly notified by SEU)	No	0
60	Audeliss Executive Search audeliss.com	No	2
61	SHRM shrm.org	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			221

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program School Year 2022-2023 (Sept-May)	<p>During the school year 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 – Columbia University ● Death, Sex and Money – Duke University (Sept-Dec), Wesleyan University (Jan-May) ● All of It – Columbia University ● Radiolab – CUNY Graduate Center ● The Takeaway - Fordham University ● The Brian Lehrer Show – NYU, Brooklyn College ● IT - Syracuse University ● The New Yorker Radio Hour - Cornell University ● Notes From America - NYU ● WQXR – Georgetown University ● Archives – University of Amsterdam ● Newsroom - CUNY Newmark School of Journalism, Brooklyn College ● WNYC Studios - CUNY Newmark School of Journalism ● Race & Justice Unit – Brooklyn 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 Summer 2023 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"> ● Membership - University of Chicago ● WQXR – New York University, Wesleyan University ● The Brian Lehrer Show – George Washington University, Sarah Lawrence College ● All of It – CUNY Newmark School of Journalism ● Newsroom - Boston University College of Communications, Brown University, CUNY Newmark School of Journalism, University of California, Berkeley ● On The Media – New York University ● Radiolab – University of California, Berkeley ● Death, Sex and Money – Johns Hopkins University ● The Greene Space - Middlebury College ● Archives- Columbia University

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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>
3	<p>Internship Program Fall 2023 (Aug-Dec)</p>	<p>During the school year 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 – New York University ● The Brian Lehrer Show – New York University ● Radiolab – New York University ● Notes From America - International Center for Journalism ● All of It – New York University ● Death, Sex and Money - Stanford University <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>
4	<p>Fellowship (Sept 2023-Sept 2025)</p>	<p>WNYC’s Community Partnerships Desk two year fellow plays a pivotal role in fostering meaningful relationships with diverse communities across the region, helping to develop a more comprehensive understanding of their needs and concerns, and enabling us to better serve and engage with them. They contribute to the development of initiatives that inform, educate, and empower communities on critical issues and they utilize WNYC’s diverse platforms to amplify a range of community voices. Additionally, the fellow supports the Radio Rookies, our award-winning youth journalism program.</p>
5	<p>Career Fair</p>	<p>On February 24, 2023, our SEU participated in the CUNY Newmark School of Journalism Virtual Summer Internship Fair. Station participants included the Senior Manager of Recruitment who discussed our internship program and career opportunities with interested attendees.</p>
6	<p>Sponsored Event on Behalf of an Educational Institution</p>	<p>On March 9, 2023, our SEU sponsored a newsroom tour and 1-hour vocal performance coaching session for students from Columbia University Graduate School of Journalism. Station participants included the Community Partnerships and Training Editor.</p>
7	<p>Career Fair</p>	<p>On March 27, 2023, our SEU participated in the Columbia School of Journalism Career Expo. Station participants included the Senior</p>

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		Manager of Recruitment who discussed our internship program and career opportunities with interested attendees.
8	Sponsored Event on Behalf of an Educational Institution	On July 19, 2023, our SEU sponsored learning sessions and a community building opportunity with Scholarship Plus. Scholarship Plus, a 501(c)3 non-profit, provides NYC students with equitable access to a fulfilling college journey through individualized support and a four-year scholarship, and a community that opens opportunities for life. This event prepared scholars for future internships. Station participants included the Associate Director, Diversity & Inclusion.
9	Sponsored Event on Behalf of an Educational Institution	On July 20, 2023, our SEU sponsored a newsroom tour, 1-hour vocal performance coaching session and Q&A with an editor for students from NYU. Station participants included the Community Partnerships and Training editor and the Race & Justice Editor.
10	Sponsored Event on Behalf of an Educational Institution	On September 27, 2023, our SEU sponsored a station tour and learning session with a group of high school students from NYC iSchool. NYC iSchool is a NYC public school dedicated to equipping students with the skills necessary for success and leadership in the 21st century. This event allowed participants to view various areas of the station, ask questions about broadcast and broadcast equipment and learn about interviewing techniques. Station participants included the Senior Listener's Associate, Director of Listener's Service, and the Community Partnerships and Training Editor.
11	Sponsored Event on Behalf of an Educational Institution	On October 30, 2023 our SEU sponsored a newsroom tour, followed by discussion about pitches for an upcoming reporting project for a group of students from Queens College. Station participants included the Senior Producer, Radio Rookies and the Community Partnerships and Training Editor.
12	Sponsored Event on Behalf of an Educational Institution	On December 12, 2023, our SEU sponsored a station tour for a group of high school students from Forest Hills High School. This event allowed participants to view various areas of the station and ask questions about broadcast and broadcast equipment through the tour and learn about journalism through an hour-long learning session. Station participants included the Assistant Producer, Morning Edition, Editor, Magazine Shows and the Newscasts and the Editor, Race & Justice Unit.
13	Sponsored Event on Behalf of Community Organization	On January 9, 2024, our SEU sponsored a station tour for a group of high school students from John Dewey High School through We Build the Block. We Build the Block is a New York City-based organization that works to build partnerships and creates community-developed and led models proven to reduce violence and increase safety. This event included a session about storytelling and the Radio Rookies

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		program, a visit from President & CEO LaFontaine Oliver, a newsroom tour and a hands-on tour of the studio/control room. Station participants included the President & CEO, Senior Producer, Radio Rookies, a Senior Broadcast Engineer, Editor, Race & Justice Unit and a Reporter II.
14	Sponsored Event on Behalf of an Educational Institution	On January 23, 2024, our SEU sponsored a station tour for a group of college students from Williams College. This event allowed participants to view various areas of the station and ask questions about broadcast and broadcast equipment through the tour and learn about how editorial decisions are made for live broadcast. Station participants included the VP of Membership and the Editor, Magazine Shows and Newscasts.
15	Managerial Training to Ensure Equal Opportunity and Prevent Discrimination	On January 25, 2024, our SEU hosted a Cultural Competencies for People Managers Training . This training allowed managers to explore a framework for coaching employees on their team and focused on practicing culturally relevant adaptive management styles.