

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

**EEO PUBLIC FILE REPORT**

February 1, 2024 through January 31, 2025

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Producer, WNYC/Gothamist	1-7, 9, 17, 32, 53	1
Senior Manager, Sponsorship	1-10, 14, 17, 25	10
Audience Development Associate	1-9, 17, 18, 53, 54	18
Politics Editor, WNYC/Gothamist	1-10, 14, 17, 53	14
Reporter, Sanitation and Parks, WNYC/Gothamist	1-9, 14, 17, 32, 53, 56	8
Email Marketing Manager	1-7, 9, 53, 64	2
HR Operations Specialist	1-7, 9, 17, 53, 56, 64	2
Media Relations and Communications Specialist	1-9, 17, 23, 53, 54	2
Chief Development Officer	1-7, 62	62
Reporter, Culture & Arts, WNYC/Gothamist	1-9, 14, 17, 18, 53, 64	2
Assistant Producer, Radiolab	1-9, 14, 17, 19, 23, 41, 53, 54, 64	1
Producer, The New Yorker Radio Hour	1-10, 17, 23, 53, 54, 64	10
Broadcast Engineer	1-9, 17, 53	8
New York State Issues Reporter	1-9, 53, 63	8
Policing and Public Safety Reporter	1-9, 17, 53, 63	8

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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	<b>NYPR Station Websites</b> wnyc.org, wqxr.org, nypublicradio.org, gothamist.com, wnycstudios.org	No	37
2	<b>LinkedIn</b> www.linkedin.com	No	55
3	<b>Indeed</b> indeed.com (Distributed by Jobvite)	No	8
4	<b>ZipRecruiter</b> ziprecruiter.com (Distributed by Jobvite)	No	0
5	<b>Lensa</b> lensa.com (Distributed by Jobvite)	No	0
6	<b>Glassdoor</b> glassdoor.com (Distributed by Jobvite)	No	1
7	<b>Twitter</b> twitter.com	No	5
8	<b>Employee Referral</b>	-	24
9	<b>Non-Employee Referral</b>	-	9
10	<b>Internal Candidate</b>	-	4
11	<b>Rehire</b>	-	0
12	<b>Promotion</b>	-	0
13	<b>Former Intern</b>	-	0
14	<b>NYPR Recruiter</b> talent@nypublicradio.org	-	1
15	<b>Simply Hired</b> simplyhired.com (not directly notified by SEU)	No	0
16	<b>Hacker News</b> news.ycombinator.com/jobs	No	0
17	<b>Google Jobs</b> careers.google.com (not directly notified by SEU)	No	1
18	<b>Study Hall</b>	No	1

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

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

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	(not directly notified by SEU)		
58	<b>Pod News</b> podjobs.net (not directly notified by SEU)	No	0
59	<b>Haulix</b> <a href="https://haulixdaily.com/jobs">https://haulixdaily.com/jobs</a> (not directly notified by SEU)	No	0
60	<b>Audeliss Executive Search</b> audeliss.com	No	0
61	<b>SHRM</b> shrm.org	No	0
62	<b>Stanton Chase</b> <a href="https://www.stantonchase.com/">https://www.stantonchase.com/</a> (Search Agency)	No	8
63	<b>Inside the Newsroom</b> <a href="https://insidethenewsroom.substack.com/">https://insidethenewsroom.substack.com/</a>	No	0
64	<b>Simplify Jobs</b> <a href="https://simplify.jobs/">https://simplify.jobs/</a> (not directly notified by SEU)	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			154

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program Spring 2024 Session (Jan-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"> <li>● WQXR – Barnard College Manhattan School of Music (Jan - April)</li> <li>● Legal– Duke University (Sept-Dec), Wesleyan University (Jan-May)</li> <li>● Archives – University of Alabama</li> <li>● The Brian Lehrer Show – ICE High School</li> <li>● On The Media - New York University (Sept – May)</li> </ul> <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 2024 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"> <li>● WQXR - Barnard College</li> <li>● Notes From America – ICFJ</li> <li>● Newsroom – Rutgers University-Newark, Pace University, &amp; New York University</li> <li>● The Brian Lehrer Show – CUNY Newmark School of Journalism &amp; Tufts University</li> <li>● All Of It - CUNY Newmark School of Journalism</li> <li>● On The Media – CUNY Newmark School of Journalism</li> <li>● Digital Product &amp; Engineering – Pace University</li> <li>● Engineering/ IT – Brown University</li> <li>● Development - Syracuse University</li> <li>● Archives- New York University</li> </ul> <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>

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3	<p>Internship Program Fall 2024 (Sept-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"> <li>● WQXR – Manhattan School of Music</li> <li>● Archives – University of Alabama</li> <li>● The Brian Lehrer Show – New York University</li> <li>● All of It - New York University</li> <li>● All Things Considered – CUNY Newmark School of Journalism</li> </ul> <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>Training to Ensure Equal Opportunity and Prevent Discrimination</p>	<p>On February 14, 2024, our SEU hosted a LGBTQIA2+Training . This training allowed employees to understand the differences and commonalities within the Queer Community, and how to learn to adapt to the current and changing landscape of identity.</p>
6	<p>Training to Ensure Equal Opportunity and Prevent Discrimination</p>	<p>On February 14, 2024, our SEU hosted a Cultural Competencies for People Managers Training . This training allowed employees to learn the basic definitions under the umbrella of Neurodiversity, in an effort to become more understanding and accepting of the many types of neurodiverse individuals that are in our workforce.</p>
7	<p>Career Fair</p>	<p>On February 15, 2024, our SEU participated in the CUNY Newmark School of Journalism Summer Internship Fair. Station participants included the Director of Employee Engagement who discussed our internship program and career opportunities with interested attendees.</p>
8	<p>Career Fair</p>	<p>On March 29, 2024, our SEU participated in the New York University Journalism Career Expo. Station participants included the Senior Manager of Recruitment who discussed our internship program and career opportunities with interested attendees.</p>

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9	Recruitment Platform Launch Party	On November 14, 2024, our SEU participated in the Arena launch party. Station participants included the Senior Manager of Recruitment who discussed our career opportunities with interested attendees.
10	Sponsored Event on Behalf of an Educational Institution	On December 3, 2024, our SEU sponsored a station tour for a group of college students from DePaul university. This event allowed participants to tour the newsroom and ask questions about broadcast and broadcast equipment through the tour and learn about a career in journalism. Station participants included the Editor, Transit and Infrastructure.