**FCC EEO Prong 3 Report**

**April 2021 to March 2022**

**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 2021, 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 November 5, 2021, the Specialist, Staffing & Human Resources hosted an information session (virtual) for Temple University, meeting with approximately 36 students.
  + On February 16, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Advertising and Public Relations Career Fair at Klein College (virtual), meeting with approximately 10 students.
  + On February 17, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Communication, Non-Profits, and Social Influence Career Fair at Klein College (virtual), meeting with approximately 17 students.
  + On February 18, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Journalism, Broadcast News, and Audio/Video Production Career Fair at Klein College (virtual), meeting with approximately 53 students.
  + On March 29, 2022, the Specialist, Staffing & HR and Interim Vice President of News and Civic Dialogue attended Current‘s (Public Media) Virtual Career Fair meeting with approximately 30 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 12th. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
  + During April 2021 to March 2022, WHYY reached 1,487 students through virtual projects. Note classes do occur June 2021– August 2021.
  + During April 2021 to March 2022, WHYY held 216 sessions of after-school programming, serving a total of approximately 203 students through after-school programs.
  + WHYY hosted a virtual showcase highlighting work produced by high school student interns participating in the Pathways to Career Program.
* WHYY staff speak frequently to students and/or civic groups about careers in public media.
  + On April 13, 2021 and September 21, 2021, Host/Creative Director of “The Pulse” attended classes at Temple University and discussed career pathways into broadcasting with students.
  + On November 5, 2021, the Specialist, Staffing & Human Resources attended Temple University’s Information Session at Klein College (virtual), meeting with approximately 36 students.
  + On February 16, 2022, the Specialist, Staffing & Human Resources attended Temple University’s Advertising and Public Relations Career Fair at Klein College (virtual), meeting with approximately 10 students.
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**Establishment of an internship program designed to develop skills needed for broadcast employment.**

* For the period of April 1, 2021 through March 31, 2022, 28 students participated in WHYY’s paid program, in departments throughout the organization.
* For Spring 2021, we had four interns in the Newsroom from schools including CUNY, University of Pennsylvania, and Temple University.
* For Summer 2021, we had four interns in the Newsroom from schools including University of Delaware, University of Syracuse, and Temple University.
* For Fall 2021, we had ten interns in departments throughout the organization including IT, Communications/Marketing, Digital, Media Arts Education, Major Gifts, and the Newsroom from schools including University of Pennsylvania, Villanova University, /Arcadia University, Pennsylvania State University, Bloomsburg University, Emerson College, American Graduate School, and Temple University.
* For Spring 2022, we had ten interns in departments throughout the organization including Media Arts Education, Communications/Marketing, Digital, and the Newsroom from schools including Emerson College, University of Pennsylvania, College of New Jersey, Florida State University, and Temple University.
* Starting in September 2020, WHYY 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.**

* Education Assistance Program available for a discounted tuition rate to all staff members at all levels of the organization through Rosemont College. However, during this timeframe (April 2021 – March 2022), no employees took advantage of this benefit.
* Through WHYY’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 2021 – March 2022), no employees took advantage of this benefit.
* In 2019, WHYY hired a Youth Employment Specialist and initiated our Pathways to Media Careers Program. To date, we have supported 108 paid work experiences for students in the WHYY Media Arts Education Program. These opportunities were made possible through partnerships both within WHYY 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.  Despite the COVID-19 pandemic, students were still able to partner with our employers and successfully navigated the virtual business workforce during the summer of 2021.

**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.**

Host was posted/shared on/with…

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

Radio Times Producer was posted/shared on/with…

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

Newsroom Director was posted/shared on/with…

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

Digital Content Producer was posted/shared on/with…

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

Production Manager was posted/shared on/with…

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

Director of Programming was posted/shared on/with…

* National Association of Black Journalists, 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, 2021.