

FCC EEO Prong 3 Report

April 2025 to March 2026

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.
- WHYH 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 2025, WHYH representatives have attended or submitted information to the following career, job and internship fairs. At each event attended, human resources personnel or representatives from WHYH discussed relevant information about employment, internship opportunities, and/or volunteer opportunities; provided attendees with information about WHYH and collected resumes from interested attendees:
 - On April 28, 2025, the Vice President of News and Civic Dialogue attended Syracuse's Newhouse Zoom Media Mixer and met with 37 students.
 - On June 6, 2025, the Specialist, Staffing & Human Resources and Morning Edition Host/Producer met with six high school students who came to WHYH.
 - On October 24, 2025, the Specialist, Staffing & Human Resources attended Temple's Virtual Career Fair and met with 28 students.
 - On October 29, 2025, the Director of School Partnerships spoke to 20 pre-service teachers at Temple's College of Education.
 - On October 31, 2025, the Specialist, Staffing & Human Resources attended Temple's Employer Fridays and met with 5 students.
 - On November 13, 2025, the Specialist, Staffing & Human Resources attended the Philly Urban Job Fair and Resource Village and met with 32 attendees.
 - On March 13, 2026, the Vice President of News and Civic Dialogue attended Berkeley's Journalism Media Virtual Career Fair and met with 9 students.
 - On March 20, 2026, the Administrative Specialist and Director of School Partnerships attended Temple's Career Fair and met with 200 students.
 - On March 25, 2026, the Specialist, Staffing & Human Resources, Senior Director of Educational Programs, Chief Content Officer, News Director, Senior Managing Editor, Senior Director of Marketing Communications, Found and Corporate Relations Director, Executive Producer/Host spoke to 58 students who attended WHYH's Onsite College Event.

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 kindergarten grades through 12th. These programs teach students to produce audio and video stories both in the classroom and in after-school programs.
 - From April 2025 to March 2026, WHYY reached 1,295 students through in-school class projects with 43 teachers.
 - From April 2025 to March 2026, WHYY held 571 sessions of after-school programming, serving a total of 838 students through after-school programs and media clubs.
 - From April 2025 to March 2026, WHYY held 9 miscellaneous projects serving a total of 100 students.
- WHYY staff speak frequently to students and/or civic groups about careers in public media.
 - On April 28, 2025, the Vice President of News and Civic Dialogue attended Syracuse's Newhouse Zoom Media Mixer and met with 37 students.
 - On June 6, 2025, the Specialist, Staffing & Human Resources and Morning Edition Host/Producer met with six high school students who came to WHYY.
 - On October 24, 2025, the Specialist, Staffing & Human Resources attended Temple's Virtual Career Fair and met with 28 students.
 - On October 29, 2025, the Director of School Partnerships spoke to 20 pre-service teachers at Temple's College of Education.
 - On October 31, 2025, the Specialist, Staffing & Human Resources attended Temple's Employer Fridays and met with 5 students.
 - On November 13, 2025, the Specialist, Staffing & Human Resources attended the Philly Urban Job Fair and Resource Village and met with 32 attendees.
 - On March 13, 2026, the Vice President of News and Civic Dialogue attended Berkeley's Journalism Media Virtual Career Fair and met with 9 students.
 - On March 20, 2026, the Administrative Specialist and Director of School Partnerships attended Temple's Career Fair and met with 200 students.
 - On March 25, 2026, the Specialist, Staffing & Human Resources, Senior Director of Educational Programs, Chief Content Officer, News Director, Senior Managing Editor, Senior Director of Marketing Communications, Found and Corporate Relations Director, Executive Producer/Host spoke to 58 students who attended WHYY's Onsite College Event.

Establishment of an internship program designed to develop skills needed for broadcast employment.

- For the period of April 1, 2025, through March 31, 2026, 45 students participated in WHYY's paid program, in departments throughout the organization.
- For Spring 2025, we had 16 interns in departments throughout the organization including Media Arts Education, Early Childhood Education, Major Gifts, TV Production, Fundraising Operations, and the Newsroom.

- For Summer 2025, we had 16 interns in departments throughout the organization including Media Arts Education, Early Childhood Education, Major Gifts, TV Production, Fundraising Operations, and the Newsroom.
- For Fall 2025, we had 6 interns in departments throughout the organization including Media Arts Education, IT Systems and Data Analysis, Major Gifts, TV Production, Fundraising Operations, and the Newsroom.
- For Spring 2026, we had 7 interns in departments throughout the organization including Media Arts Education, IT Systems and Data Analysis, Major Gifts, TV Production, Fundraising Operations, and the Newsroom.

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

- 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. During this timeframe (April 2025 – March 2026), one employee took advantage of this benefit.
- WHYY obtained 25 licenses for LinkedIn Learning to provide additional training to staff.
- WHYY obtained 15 slots for the Young Professional Council.
- In 2019, WHYY hired a Youth Employment Specialist and initiated our Pathways to Media Careers Program. To date, we have supported 643 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 workplaces.

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.

Multimedia Content Producer was posted/shared on/with...

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Hispanic Journalists, National Association of Hispanic Journalists – Philadelphia Chapter, Asian American Journalist Association, South Asian Journalist Association

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

- National Association of Black Journalists, National Association of Black Journalists – Philadelphia Chapter, National Association of Hispanic Journalists, National Association of Hispanic Journalists – Philadelphia Chapter, Asian American Journalist Association, South Asian Journalist Association

On-Air Host/Operations Assistant was posted/shared on/with...

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