

EEO Public File Report for WXXI Public Broadcasting Council
(WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)
January 23, 2020 – January 22, 2021

This EEO Public File Report is filed in WXXI’s public inspection file pursuant to Section 73.2080 of the Federal Communications Commission’s (FCC) rules.

The following full-time vacancies were filled for the period January 23, 2020 through January 22, 2021:

Vacancy Number	Full Time Vacancy
1.	Accounts Payable Specialist
2.	Database Associate

WXXI provides notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers if the organization requests notification. No organizations have specifically requested notice of such vacancies.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and/or office, and telephone number.
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy.
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of Supplemental Outreach Initiatives completed for the period January 23, 2020 through January 22, 2021.

RECRUITING SOURCES

	Recruiting Source	Online Address	Vacancy Posted
Professional Recruit			
	Indeed	www.indeed.com	All
	The Non Profit Network	http://www.thenonprofitnetwork.org	All
	Careerbuilder	www.careerbuilder.org	1
	NYS Labor Department	nysjobbank@labor.ny.gov	All
	Employment Crossing.com	https://www.employmentcrossing.com	All
	PMBA – Public Media Business Assoc.	http://www.pmbaonline.org/IndustryJobs	All
	Linked In	www.linkedin.com	All
	Association of Fundraising Professionals	www.afpnet.org	1
	Current	http://jobs.current.org.r.jobs/post/post.cfm	All
	Handshake (Distributes Posting)	Nazareth College: lcranda4@naz.edu St. John Fisher College: jskuse@sjfc.edu The College at Brockport: linkedin.com/in/grace-begemann-999762177	All
	Rochester Area Career Development Association	https://racda.org/post-jobs/ info@racda.org	All
Local Organizations			
	Rochester Works	www.rochesterworks.org	All
	Veteran’s Outreach Center	vena.siverd@vocroc.org	1
	Rochester Educational Opportunity Center	gsherman@brockport.edu	All
	Causewave Community Partners	http://www.causewave.org/job-board	All
	WNY Job Bank	http://www.wnyjobs.com/	All
	United Way of Greater Rochester	rodney.young@uwrochester.org	All
	WXXI News (internal recruiting)	Internal job posting	All
	WXXI Website	https://www.wxxi.org	All
	WXXI Twitter	Twitter Page	All
	WXXI Facebook	Facebook	All
	Minority Reporter	davemc@minorityreporter.net	1
	Ibero-American Action League	information@iaal.org	All
	ShiftDiff	https://shiftdiff.com/	1

	CCSI	https://www.ccsi.org/Employment/Community-Job-Postings	All
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Attachment A

	Full Time Position	Total No of Interviewees	Recruiting Source of Hire
1.	Accounts Payable Specialist	20	Indeed.com
2.	Database Associate	10	Indeed.com

Attachment B – SUPPLEMENTAL OUTREACH (47 CFR 73.2080 (c) (2))

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2) (i) Participation in Job Fairs	N/A	<ul style="list-style-type: none"> Due to the global pandemic job fairs were cancelled and/or not attended for the 2020 year
47 CFR 73.2080 (c)(2) (iv) Participation in events sponsored by organizations interested in broadcast employment	Director, Classical program & RR	<ul style="list-style-type: none"> 1/11-1/12/20 – William Warfield Scholarship reception & concert – media sponsorship 2/16/20 – Gateways Music Festival Planning Committee meeting – media sponsorship 3/17/20 – WQXR/Gateways conference call – planning for audience outreach 10/28/20 – Gateways Music Festival Board, Artistic Programs Committee and Festival Planning Committee Meeting
	Engineering Department – All Staff	<ul style="list-style-type: none"> Hosts Society of Broadcast Engineers chapter meetings that provide education and training on television and radio broadcast systems & opportunities, are free and open to broadcasters, employees, students and the community (Pre COVID19)
47 CFR 73.2080 (c)(2)(v) Internships	VP, Radio	<ul style="list-style-type: none"> University of Rochester teaches a class in Broadcasting in the Digital Age. Students intern at the station January-May 2020 (virtual as of March 2020)
	Director, Classical Program & RR	<ul style="list-style-type: none"> Hosted two Eastman ALP Interns, January 13-May 4, 2020
	Senior Producer	<ul style="list-style-type: none"> Talk show intern, Jan-May 2020
47 CFR 73.2080 (c)(2)(vi) Job banks in general	Director, Human Resources	<ul style="list-style-type: none"> Submitted all full time and part time vacancies to WNY Job Bank New York State Job Bank Submitted all full time and part time vacancies to Indeed.com
47 CFR 73.2080 (c)(2)(viii) Training programs designed to enable station personnel to acquire skills to qualify for higher level positions	VP, Radio	<ul style="list-style-type: none"> Virtual Conferences included Public Radio Program Directors (PRPD), Public Radio Super Regional Conference, NonCommvention. NPR webinars about the transition to the new Grove web platform.
	Director, TV Programming	<ul style="list-style-type: none"> Microsoft Excel for Office 365 (Desktop or Online) - Part 2 Conducted by New Horizons at Logical Operations Training held remotely June 2020 Monthly conference calls with NYS Programmers as well as PTPA led National calls. Numerous webinars <ul style="list-style-type: none"> Leading with Empathy How Do We Go Back? - an ETAC event Livestreaming on PBS Platforms Building Resilience: The Imperative of Inclusion

Outreach	Employee	Activity
		<ul style="list-style-type: none"> ○ Children's Media & Education Monthly Update ○ YTTV & PBS Local Station Analytics Demo ○ Nielsen eVIP Programs ○ Nielsen eVIP Time Period and Trends ○ Client Webinar - National Universe Estimates Webinar for 2020 TV Season ○ Let's Learn! A New Public Media Instructional TV Series <ul style="list-style-type: none"> ● Fall PTPA Meeting (September 30th-October 2nd)
	Senior Producer	<ul style="list-style-type: none"> ● Media in Digital Age –URMC
	Director of Interactive Services	<ul style="list-style-type: none"> ● NPR Grove trainings
	Production Manager	<ul style="list-style-type: none"> ● ETAC Webinar – Production from a distance- August 2020
	Associate Director	<p>Webinars:</p> <ul style="list-style-type: none"> ● Estate Planning Opportunities Amid the Crisis ● Being Effective/Planned Giving in this Crisis ● Engaging with Donors During COVID-19 ● How to Motivate Donors ● The Art and Science of Planned Giving ● Planned Giving Marketing ● The Ultimate Gift: Growing the Bequest Pipeline ● Planned Giving Surveys
	Manager of Educational Training & Family Engagement	<ul style="list-style-type: none"> ● NETA Conference 2020 ● Children's Media & Education Monthly Update ● Public Health, Safety & Awareness in the Age of COVID-19 ● PBS Learning Media: Features and Integrations to Support Local Pandemic Response ● Office 365 Training ● Make Scientific Research Accessible for Students: Plant Species and Pollinator Conservation ● Design Squad: Engineering at Home Webinar ● Engaging Families Through the Coronavirus Pandemic: National Organizations Share Their Plans ● OVEE Information and Training Session ● Providing Remote Engagement During the COVID-19 Pandemic ● How to Partner with Local and State Education Agencies to Support Remote Learning <ul style="list-style-type: none"> ● PBS KIDS Donkey Hodie Advisory Board ● CPB-PBS RTL pre-training webinar

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • Snack & Learn: Connected Learning Framework • Snack & Learn: Becoming a Media Mentor • STEM Education & Inventing Tomorrow • Making and Tinkering at Home and at School • New Remote Learning Resources from Common Sense • Remote Learning Toolkit: Leading and Learning in a Virtual World • WFH Snack & Learn: Creativity • Young Child Expo Mini Conference: COVID-19 Response • Children's Media & Education Monthly Update • Caring for Each Other: How to Use Sesame Street in Communities Resources on Offering Comfort with Families Now • Snack & Learn: Media Literacy in Early Childhood Education • COVID-19's impact on Media Usage, hosted jointly by Nielsen and PBS. • Dave Isay Presents Story Corps Connect • Design Squad Build + Q&A with Nate Ball! • Summer of Learning during COVID-19 • RTL Training: Educator & Community Learning • Children's Media & Education Monthly Update • RTL Training: FCL Scratch Jr. • RTL Training: FCL Ruff Ruffman and Camp Ruff Ruffman • RTL Training: FCL - Ready Jet Go • RTL Training: FCL - Camp Ready Jet Go • THE GENE - Post-Broadcast Engagement Opportunities • RTL Training: Play & Learn Science and FCL Cat in the Hat • Children's Media & Education Monthly Update • Conversation about Race and Inclusion in the Maker Movement: Dialogue and Actions for Progress • RTL Odd Squad Be the Agent Camp Training • Children's Media & Education Monthly Update • Working with ESL Families, Students and Communities
	Vice President of Education & Interactive Services	<ul style="list-style-type: none"> • GLOW with Your Hands Youth Event Planning • 3 Workforce Development Groups Webinar • FL STEM Hub Presentation • RTL Virtual Adaptions • GLOW with Your Hands Youth Event Planning • THE GENE - Post-Broadcast Engagement Opportunities

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • Train the Trainer RTL Odd Squad Be The Agent Camp
		<ul style="list-style-type: none"> • FL STEM Hub Presentation
		<ul style="list-style-type: none"> • NPR Webinar GROVE and Sponsorship options
		<ul style="list-style-type: none"> • Webinar: Elinor Asks Why Preview OVEE Screening for Station Staff
		<ul style="list-style-type: none"> • GLOW with Your Hands Youth Event Planning
		<ul style="list-style-type: none"> • Webinar: Disability and the Media A Free ADA Anniversary Discussion from Institute on Disability at UNH
		<ul style="list-style-type: none"> • Webinar: PBS Children's Media & Education: Overview of PBS's Fall At-Home Learning plans
		<ul style="list-style-type: none"> • Webinar: Ensuring Access for Student Journey from Perkins School for the Blind
		<ul style="list-style-type: none"> • Webinar: Fall At-Home Learning Overview (Middle & High School) on World
		<ul style="list-style-type: none"> • CME Monthly Webinar and 2020-2021 Content Overview
		<ul style="list-style-type: none"> • Accessibility 101 Webinar from NCAM & WNET (Becoming Helen Keller
		<ul style="list-style-type: none"> • Building Resilience: Diversity & Inclusion: The Leadership Level Webinar
		<ul style="list-style-type: none"> • NPR GROVE webinar
		<ul style="list-style-type: none"> • Accessibility 101 Webinar Part 2 from NCAM & WNET (Becoming Helen Keller
		<ul style="list-style-type: none"> • FL STEM Hub Presentation
		<ul style="list-style-type: none"> • KQED & PBS News hour: Engaging Communities to Elevate Youth Voice with Let's Talk About Election 2020
		<ul style="list-style-type: none"> • Empowering Educators: A Convening on Racial Equity in Education
		<ul style="list-style-type: none"> • PBS National EdCamp
		<ul style="list-style-type: none"> • NETA/NPR: Joint Licensee GROVE webinar
		<ul style="list-style-type: none"> • Workforce Innovation & Performance in Rochester
		<ul style="list-style-type: none"> • RTL & Grade Level Reading Webinar: PBS KIDS Media Unlocks Early Science Learning with Elinor Wonders Why
		<ul style="list-style-type: none"> • Finger Lakes Workforce Development Presentations

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • FL STEM Hub Presentation • GLOW with Your Hands Youth Event Planning • Webinar Creating Accessible Social-Optimized Video (WNET Becoming Helen Keller) • NPR GROVE training Part 1 • NPR GROVE training Part 2 • NPR GROVE training Part 3 • Webinar: Unconscious Bias from Greater Rochester Chamber of Commerce • Social Media Accessibility Tools Webinar for WNET Becoming Helen Keller • GLOW Workforce Development Meeting • Public Media for All Presents Webinar • Web and Social Design for Accessibility Webinar with WNET and Becoming Helen Keller • NPR GROVE Update Webinar • WETA Programming & Engagement Opportunities Webinar • Workforce Innovation & Performance Webinar for Rochester • WETA Previews Webinar • NETA Webinar: Let's Learn Series • Workforce Development in Monroe County Webinar • FL STEM Hub Presentation
	VP, Development	<p>3/31 – PBS Covid Impact Webinar 4/7 – PBS Teleconference 4/8 – Passport Zoom Meeting 4/10 – Giving Tuesday Webinar through Greater Public 5/11 - Membership Response & Resources for COVID-19: Fundraising Results, FY21 Planning, June Renewal and Drive E-Appeals 5/14 - WBEZ Digital Event Discussion 6/2 - CDP Webinar: New Planned Giving Tool 6/30 - Building Resilience: The Imperative of Inclusion (NPR) 7/16 - State of the System in Public Radio/TV Membership 7/17 - ERPM Virtual Station Events 7/221 - Discovering and Engaging with Planned Giving Surveys</p>

Outreach	Employee	Activity
		7/23 - Collaborative Fundraising Pilot Webinar 7/24 - The Public Radio Fundraising Scorecard 7/29 - Erica Marx Coaching: Design and Facilitation of Large, Interactive Online Events 8/5 - Acquiring New Members in Uncharted Times 8/19 - Engaging Audiences with Virtual Events 8/21 - Do Old Assumptions Hold Up in Changing Times? 8/25 - Fall Fundraising Rally 10/7 - Better Together: California Public Radio Day 10/14 - Major Donors: When and What to Mail 10/20 – PBS Fundraising Strategy Webinar October 2020 11/9 - Fundraising Strategy Webinar November 2020
	News Director	<ul style="list-style-type: none"> • Coronavirus webinar from NPR -3/5/20 • PMJA (public media journalists) 3/19/20 –covering COVID • reopening the Rochester Economy-Chamber of Commerce 5/15/20 • NPR Election coverage webinar-8/5/20 • Rochester Chamber of Commerce- DEI webinar-9/29/20 • Racial Equity Challenge-21 day wrapup-12/3/20 –webinar • Unconscious Bias training 12/16/20
	Account Managers, Sponsorship	<ul style="list-style-type: none"> • Webinar: Colors of Success: The Business Case (Greater Roch Chamber) • Webinar: CSPI Prospect Pipeline • Webinar: Introduction to Programmatic Advertising (NYSBA) • Webinar: Using Digital Solutions to Further Enhance and Localize your Growth Strategy for • PBS Presentation - Creating Storyboards • The Great Corporate Support Pivot, PII (Greater Public)
	Assistant VP, Major & Planned Giving	<ul style="list-style-type: none"> • 2/20 APTS Summit followed by a PBS Meeting • 8/19 virtual PMDMC session on virtual events • 8/26 panelist for the PMDMC virtual conference for Greater Public • 9/11 Dale Carnegie webinar Building Strong Teams • 10/20 PBS Major Giving Roundtable as a panelist • Participate in monthly Legacy Leaders calls on planned giving
	Associate Director, Major Giving	<ul style="list-style-type: none"> • Major Gift Academy certification course from Veritus Group via Greater Public Fall 2020 • Association of Fundraising Professionals Annual Conference July 2020 • Greater Public’s PMDMC virtual offerings Summer 2020 • Virtual presentation for the University of Rochester’s Rochester Youth Year Fellowship participants on October 23 on fundraising
	Marketing Coord.	<ul style="list-style-type: none"> • Scarborough - Building One-Sheets • Scarborough - Level 2 - PrimeLingo Report Builder
	Executive Editor	<ul style="list-style-type: none"> • Editorial Integrity and Leadership Initiative, which was a nearly year-long CPB-funded fellowship program starting in 2020
	Chief Engineer	<ul style="list-style-type: none"> • NAB Webinars: Radio DNS • Disaster recovery • HDR for full HD Society of Broadcast Engineers: <ul style="list-style-type: none"> • Hosted at WXXI • Cloud-based Disaster Recovery

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • Off-air signal monitoring - supporting ATSC 3.0 NextGenTV standard
	Director, Corporate Sponsorship	<ul style="list-style-type: none"> • Scarborough - Building One-Sheets • Scarborough - Level 2 - PrimeLingo Report Builder • Building Resilience: The Imperative of Inclusion • Local Media Association Digital Summit Week • PBS Presentation - Creating Storyboards • PBS Scarborough - One-Sheet Series Healthcare • AAN - Creative Selling • NYPA Sales webinar • AAN Digital Services Roundtable
	Chief, Human Resources Officer	<ul style="list-style-type: none"> • SHRM Legal Update– February 2020 • Understanding the Revised Form W-4 • 2020 Global Culture Report • Chamber HR Briefing -The Link Between Cognitive Health and Wellness • Coronavirus: Preparing Employers for Impact • PMBA’s Watercooler Conversation – Coronavirus • Managing Employee Leaves Under ADA, PFL, DBL & FMLA • Returning to Work After the Pause: Planning and Preparedness • Reopening the Rochester and Finger Lakes Region • Workplace Mental Health During the COVID-19 Pandemic • Emotionally Intelligent Leader • Succession Planning: Key Steps to Pave the Way in Knowledge Transfer, Continuity, and Talent Development • Navigating Change & Empowering Your Team • What’s next? Considerations for post-COVID returns to the workplace • Virtual Coffee Break: Diversity & Inclusion • GCV SHRM's Best Practices for Addressing Performance & Discipline • How to Become a Corporate A.L.L.Y • Navigating the Employee Lifecycle: How to Give Employee Feedback That Actually Works • NAAAHR WNY Rochester Members Town Hall- COVID & 2020 • Women of Color Seminar Series • Alchemizing HR: Ethics, Developing Courage as an HR Professional • The importance of DEI Plans
	VP, Tech & Operations	<p>Society of Broadcast Engineers</p> <ul style="list-style-type: none"> • Cloud-based disaster recovery • Off-air signal monitoring <p>NAB Webinars:</p> <ul style="list-style-type: none"> • Radio DNS • Best practices for closed captioning • Virtual NUG radio tech forum • Education and telemedicine datacasting • Various Ross webinars

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • RIST • HDR for full HD • Disaster recovery
	CITY 12 Manager	<p>Becoming Helen Keller webinar</p> <ul style="list-style-type: none"> • NCAM Accessibility 101: Part I • NCAM Accessibility 101: Part II • Creating Accessible Social Video : Social Media Best Practices for Accessibility <p>NETA webinar</p> <ul style="list-style-type: none"> • New Youth Media Challenges
	News Reporter/ Producer	<ul style="list-style-type: none"> • Voice training • Covering riots and civil unrest, DART Center • Al Tompkins "power up your reporting" webinar from Poynter • FOIL training, Poynter (ongoing)
	Various employees	<ul style="list-style-type: none"> • Microsoft excel and Outlook training
	Sr. Maintenance Engineer	<ul style="list-style-type: none"> • DANTE certification
	Supervisor , Audio Engineer	<ul style="list-style-type: none"> • DANTE certification
	Payroll/Benefits Manager	<ul style="list-style-type: none"> • Public Media Business Association Training – virtual • Content relating to Public Media Financial affairs
	CFO	<ul style="list-style-type: none"> • Public Media Business Association Training – virtual • Content relating to Public Media Financial affairs
	Classical Announcer	<ul style="list-style-type: none"> • Debunking the Top 5 Fundraising Myths in the Time of COVID-19 (NYSCA Presents webinar) May 14, 2020 • Safely Planning for Reopening the Performing Arts (Rochester Area Community Foundation Webinar) June 2020 • Brave Talk: Public Media Women in Leadership Conference July 29-31st, 2020 • NPR Digital – “Grove” Training September 21st-25th, 2020 • Colors of Success: DEI and Unconscious Bias” Rochester Chamber of Commerce September 29th, 2020
	Web Coordinator &	<ul style="list-style-type: none"> • 8/4, 2020 NCAM Accessibility 101: Part 1 • 8/13, 2020 NCAM Accessibility 101: Part 2 • 9/17, 2020 - Creating Accessible Social-Optimized Video".

Outreach	Employee	Activity
	Digital Producer	<ul style="list-style-type: none"> • 10/22, 2020 - Social Media Best Practices for Accessibility • 11/12, 2020 - Overview of accessible design for web and social media
	Coordinator, Education & Outreach	<ul style="list-style-type: none"> • 2/27/2020 – Independent Lens Webinar • 2/30/2020 – NETA Webinar • 3/17/2020 – WXXI Education Advisory Board video conference • 4/13/20 – Story Corps Connect Webinar • 4/15/2020 – Indie Lens Webinar • 6/23/2020 – Speaking Grief Webinar • 8/4/2020 – Helen Keller Webinar • 8/26/2020 – Indie Lens Webinar
	Director, Classical Program & RR	<ul style="list-style-type: none"> • 1/10/20 – NPR Support Training & software feedback • 1/27/20 – Allegiance training webinar • 1/29/20 – NPR Webinar – CMS Update • 2/5/20 – Microsoft Office 365 Webinar – YouTube (done personally) • 3/4/20 and 3/13/20 – Public Radio Music Day planning webinar • 3/18/20 – IT training on using Office/Teams etc. • 3/19/20 – PRPD webinar – Using data to make the best decisions • 3/26/20 – PRPD webinar – Planning for Schedule Changes • 4/2/20 – PRPD webinar – Stationality and Responding to the Coronavirus with programming (I was a panelist on this webinar) • 6/2/20 – PRPD Webinar: Connecting with our Communities • 6/3/20 – ROC Arts Community webinar – the Future of the Arts in Rochester • 6/16/20 – Listening Session on Race & Racism • • 6/30/20 – Building Resilience webinar: The Imperative of Inclusion (Current, Greater Public, PRPD, PMJA) • 7/14/20 – Building Resilience webinar: The Imperative of Inclusion, Part 2 (Current, Greater Public, PRPD, PMJA) • 7/28/20 – Listening Session on Race & Racism – Part II • 8/5/20 – Current Webinar on “Local that Works” • 9/2/20 – NPR Webinar: 2020 & Beyond: On-air hosting Best Practices • 9/21, 9/23, 9/25 – NPR Digital Training – Converting from Core Publisher → GROVE • 9/22, 9/24 – NPR Digital Training – Q&A Office Hours → GROVE • 9/21 – PRPD Webinar: Broadening the Classical Music Audience & Canon • 9/22 – PRPD Webinar: Navigating Music Rights Across Digital Platforms • 9/22 – PRPD Webinar: Coaching Talent with Confidence • 12/18 – NYSCA/RoCo hosted Zoom Webinar re: The Visual Arts & audiences Pandemic forward
47 CFR 73.2080 (c)(2)(ix) Establishm	N/A for 2020	Due to the global pandemic no mentorship programs were offered

Outreach	Employee	Activity
ent of a mentoring program		
47 CFR 73.2080 (c)(2)(x) Participatio n in events sponsored by educationa l institutions related to careers in broadcasti ng	VP, Radio	<ul style="list-style-type: none"> • Eastman School of Music Arts Leadership Program • Broadcasting in the Digital Age at U of R
	Executive Producer	<ul style="list-style-type: none"> • Instructed / mentored a group of students from U of R interested in broadcasting and communications – (creative development, production, marketing and post-production).
47 CFR 73.2080 (c)(2)(xii) Listing of upper category openings in media trade groups whose members include substantial participatio n of women and minorities	Director, Human Resources	<ul style="list-style-type: none"> • Two positions were listed with the United Way leadership programs (AALDP and LLDP) African American Leadership Development Program and Latino Leadership Development Program. • One position was sent to ShiftDiff black owned recruiting firm with an emphasis on minority candidates
47 CFR 73.2080 (c)(2)(xiv) Provision of training	All Staff	<ul style="list-style-type: none"> • Sexual Harassment/Harassment/Hostile Work Environment Prohibition Training – September-November 2020

Outreach	Employee	Activity
to management regarding methods of ensuring equal employment opportunity and prevention of discrimination	New employees	<ul style="list-style-type: none"> New employee orientation– includes our EEO policy and all other organization policies
	All Managers	<ul style="list-style-type: none"> Performance Evaluation Training, May 2020 Unconscious Bias Training December 2020
	CHRO	<ul style="list-style-type: none"> 2020 SHRM Legal Update February 2020 Dale Carnegie- Manager Matter
	Leadership team	<ul style="list-style-type: none"> Unconscious Bias Training December 2020
	Director, Classic Program & RR	<ul style="list-style-type: none"> Oct 23-Nov 20 – United Way 21-Day Racial Equity Challenge
	VP, Development	<ul style="list-style-type: none"> The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media Colors of Success: DEI on The Unconscious Bias
47 CFR 73.2080 (c)(2)(xv) Training to personnel in broadcast employment opportunities that would enable them to better refer candidates	CHRO	<ul style="list-style-type: none"> NHRA Pro Roc Event –Virtual Recruiting and Recruiting In a Pandemic
47 CFR 73.2080 (c)(2)(xvi)	GM/Executive VP	<ul style="list-style-type: none"> Public Media General Manager Meetings –ongoing

Outreach	Employee	Activity
Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates	Chief Human Resources Officer	<ul style="list-style-type: none"> • Public Media HR Group –Monthly meetings on HR updates and employment opportunities – ongoing • QUEST meetings – HR Group –monthly meetings on HR updates and employment opportunities – ongoing • SHRM – Society of Human Resource Management, Rochester chapter • NHRA- National Human Resources Association, Rochester chapter • NAAAHR- National Association of African Americans In HR, Rochester chapter