Section I

Legal Name of the Licensee
TRUSTEES OF BOSTON UNIVERSITY

Mailing Address
ATTN. G.M. WBUR
890 COMMONWEALTH AVE

City
BOSTON

State or Country (if foreign address)
MA

Zip Code
02215

Telephone Number (include area code)
6173530909

E-Mail Address (if available)
GM@WBUR.ORG

Facility ID Number
68241

Call Sign
WBUR-FM

TYPE OF BROADCAST STATION:
(if applicable)

Commercial Broadcast Station
☐ Radio
☐ TV
☐ Low Power TV
☐ International

Noncommercial Broadcast Station
☐ Educational Radio
☐ Educational TV

Application Purpose
☐ New Program Report
☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee’s EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

<table>
<thead>
<tr>
<th>Call Sign</th>
<th>Facility ID Number</th>
<th>Type (check applicable box)</th>
<th>Location (City/State)</th>
<th>Time Brokerage Agreement (check applicable box)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WBUR-FM</td>
<td>68241</td>
<td>☐ AM ☐ FM ☐ TV</td>
<td>BOSTON, MA</td>
<td>☐ Yes ☐ No</td>
</tr>
</tbody>
</table>

11/30/2018
<table>
<thead>
<tr>
<th>Call Sign</th>
<th>Facility ID Number</th>
<th>Type (check applicable box)</th>
<th>Location (City/State)</th>
<th>Time Brokerage Agreement (check applicable box)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WBUH</td>
<td>173933</td>
<td>AM FM TV</td>
<td>BREWSTER, MA</td>
<td>Yes No</td>
</tr>
<tr>
<td>WBUA</td>
<td>7055</td>
<td>AM FM TV</td>
<td>TISBURY, MA</td>
<td>Yes No</td>
</tr>
</tbody>
</table>

**CONTACT PERSON IF OTHER THAN LICENSEE**

<table>
<thead>
<tr>
<th>Name</th>
<th>Street Address</th>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
<th>Telephone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHARLES KRAVETZ</td>
<td>890 COMMONWEALTH AVE</td>
<td>BOSTON</td>
<td>MA</td>
<td>02215-</td>
<td>6173530909</td>
</tr>
</tbody>
</table>

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  

Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

A. By licensee, if an individual;
B. By a partner, if a partnership (general partner, if a limited partnership);
C. By an officer, if a corporation or an association; or
D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

11/30/2018
WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 303).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

<table>
<thead>
<tr>
<th>Signed</th>
<th>Name of Respondent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MARTIN HOWARD</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title</th>
<th>Telephone No. (include area code)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNIVERSITY TREASURER</td>
<td>6173532290</td>
</tr>
</tbody>
</table>

Date: 11/30/2018

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY
A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>DAWNA JOHNSON</td>
<td>DIRECTOR OF FINANCE</td>
</tr>
</tbody>
</table>

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT
Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.3080 in their public files. [Exhibit 2]

II. NARRATIVE STATEMENT
Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain. [Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT
The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the Federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, OMB PAPER, Paperwork Reduction Project (3060-0113), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA mailbox. Remember — you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

11/30/2018

Exhibits

Exhibit 2
Description: WBUR EEO REPORTS

Attachment 2

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>WBUR EEO Public File Report 2016-2017</td>
</tr>
<tr>
<td>WBUR EEO Public File Report 2017-2018</td>
</tr>
</tbody>
</table>

Exhibit 3
Description: WBUR NARRATIVE STATEMENTS

Attachment 3

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>WBUR Narrative Statement 2016-2017</td>
</tr>
<tr>
<td>WBUR Narrative Statement 2017-2018</td>
</tr>
</tbody>
</table>
FCC EQUAL EMPLOYMENT OPPORTUNITY

Public File Report

NOVEMBER 30, 2018

WBUR-FM 90.9
WBUA-FM 92.7
WBUH-FM 89.1
## EEO PUBLIC FILE REPORT
For
WBUR-FM, WBUA-FM and WBUH-FM
December 1, 2017 through November 30, 2018

This report below lists all full-time vacancies filled during the reporting period.
All full-time positions are listed on the Boston University website: www.bu.edu/hr/jobs
In addition, notices of full-time job openings are posted on the WBUR website: http://legacy.wbur.org/about/jobs

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Total Interviewed</th>
<th>Interviewees</th>
<th>Source of Referral</th>
<th>Recruitment Sources Utilized for interviewees from Attachment A</th>
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<tr>
<td>Associate Producer, Here &amp; Now</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; outreach</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Senior Producing Editor, Arts &amp; Culture Vertical</td>
<td>6</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#41-42; #46-47</td>
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<tr>
<td>Campaign &amp; Donor Relations Manager</td>
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<td>BU Website</td>
<td>WBUR Website</td>
<td>#41-42; #46-47</td>
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<tr>
<td>Technical Director, Here &amp; Now</td>
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<td>BU Website</td>
<td>WBUR Website; outreach</td>
<td>#41-42; #46-47</td>
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<tr>
<td>Reporter/Producer, Podcasts</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#41-42; #46-47</td>
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<tr>
<td>Senior Associate Producer, Radio Boston</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#41-42; #46-47</td>
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<tr>
<td>Senior News Writer</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Senior Reporter, Innovation &amp; Business</td>
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<td>WBUR Website; outreach</td>
<td>#1-16; #21-42; #46-47</td>
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<td>Reporter II</td>
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<td>#1-16; #21-42; #46-47</td>
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<td>Flex Associate Producer, Here &amp; Now</td>
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<td>BU Website</td>
<td>WBUR Website; outreach</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Digital Producer, On Point</td>
<td>2</td>
<td>BU Website</td>
<td>WBUR Website</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Associate Producer/Director, On Point</td>
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<td>WBUR Website</td>
<td>#1-16; #21-42; #46-47</td>
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<td>Senior Podcast Producer</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Associate Producer, Radio Boston</td>
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<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<td>Senior Producing Editor, Environmental</td>
<td>3</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
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<td>Stewardship &amp; Communications Manager</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<td>Associate Producer, Morning Edition</td>
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<td>BU Website</td>
<td>WBUR Website</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Managing Editor, News Content</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Account Manager, National Spot Sales</td>
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<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Podcast Producer</td>
<td>1</td>
<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Stewardship &amp; Communications Manager</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Multimedia Reporter, The ARTery</td>
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<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Associate Producer, Here &amp; Now</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Program Manager, WBUR BizLab</td>
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<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Business Technology Analytics Lead, WBUR BizLab</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Associate Producer, Here &amp; Now</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Senior Investigative Editor/Reporter</td>
<td>12</td>
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<tr>
<td>Associate Producer, Here &amp; Now</td>
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<td>BU Website</td>
<td>WBUR Website; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Associate Producer, Here &amp; Now</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Senior Leadership Gifts Officer</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
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<tr>
<td>Senior Reporter, Edify</td>
<td>5</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Administrative Coordinator</td>
<td>8</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
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<tr>
<td>Newsletter Editor, Digital</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Reporter/Critic, Arts &amp; Culture</td>
<td>4</td>
<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>Executive Director, BizLab</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
<tr>
<td>New Media Producer</td>
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<td>BU Website</td>
<td>WBUR Website; outreach; internal applicant</td>
<td>#1-16; #21-42; #46-47</td>
</tr>
</tbody>
</table>
1. Action for Boston Community Development
   178 Tremont Street
   Boston, MA 02111
   617-357-6000 x399
   Contact: Delecia Jackson
   HR@bostonbed.org

2. Alliance for Women in Media
   2365 Harrodsburg Rd., A325
   Lexington, KY 40504

3. Asian American Journalists Assoc.
   5 Third Street, Suite 1108
   San Francisco, CA 94103
   National@aaja.org
   Contact: Kathy Chow, Executive Director
   415-346-2051
   www.aaja.org

4. Assoc of Fundraising Professionals, MA Chapter
   465 Waverley Oaks Road, Ste. 421
   Waltham, MA 02452
   781-397-8870
   Linda Guild
   www.afpmas.org
   617-355-3066
   Mia Simon

5. Blacks Interested in Communications
   1468 Broad Street
   Providence, RI 02905

   77 Summer Street, 11th Floor
   Boston, MA 02111
   Attn: Mary Leviner, Employment Associate
   (617) 424-6616
   www.careercollaborative.org

7. Massachusetts Broadcasters Assoc.
   PO Box 857
   Clark, NJ 07066
   800-471-1875
   www.massbroadcasters.org

8. Minority Professional Network
   P.O. Box 5339
   Atlanta, GA 30308-5399
   888-676-6389
   www.minorityprofessionalnetwork.com

28. Nat'l Assoc. of Minority Media Executives
    Toni Laws, Executive Director
    7950 Jones Branch Drive
    McLean, VA 22107
    p. 1-888-968-7658
    f. 703-854-7181
    www.namme.org

29. National Association of Negro Women
    c/o Barbara Robinson
    PO Box 2804
    Woburn, MA 01888-1404
    978-535-7415

30. National Multicultural Institute
    3000 Connecticut Ave NW, Suite 438
    Washington, DC 20008
    p. 202-483-0700
    f. 202-483-3233
    Contact: Jeff Harjo, Executive Director
    www.nimi.org

31. Native American Journalists Assoc.
    University of Oklahoma Gaylord College
    395 W. Lindsey
    Norman, OK 73019-4201
    405-325-9098
    Contact: Jeff Harjo, Executive Director
    www.naja.com

32. North of Boston Convention & Visitors Bureau
    P.O. Box 5193
    Salisbury, MA 01952
    978-465-6555
    www.northofboston.org

33. Operation A.B.L.E of Greater Boston
    174 Portland Street
    Boston, MA 02114
    617-542-4180
    Contact: Ron Genzale
    rgenzale@operationable.net

34. The Partnership, Inc.
    155 Seaport Blvd., 11th Floor
    Boston, MA 02210
    Attn: Suzanne Wilkins, Director Pgm Services
    p. 617-262-2828
    f. 617-988-6157
    thepartnershipinc.org
9 National Assoc. of Asian American Professionals
  Boston Chapter
  P.O. Box 51922
  Boston, MA 02205
  617-227-1113
  Samson Lee
  www.nasapboston.org

10 National Assoc. of Black Journalists-Boston Chapter
  158 Tremont St., #1
  Cambridge, MA 02139
  http://careerservices.nabj.org/
  Web posting on career page

11 National Assoc of Hispanic Journalists
  Hugo Batta, President
  1050 Connecticut Ave NW, 10th Floor
  Washington, DC 20036
  202-662-7145
  www.nahi.org

12 Public Media Business Association
  7918 Jones Branch Drive, Ste. 300
  McLean, VA 22102
  703-506-3292
  www.pmbaonline.org

13 Urban League of Eastern Massachusetts
  Job Posting
  88 Warren Street
  Roxbury, MA 02119
  617-442-4519
  www.ulem.org

14 Women in Development of Greater Boston
  22 Bates Road, Ste. 224
  Mashpee, MA 02649
  617-489-6777
  Megan Pank, President
  www.widgb.org

15 National Association of Colleges
  and Employers
  62 Highland Ave.
  Bethlehem, PA 18017-9085

16 Boston College Career Center
  38 Commonwealth Ave.
  Chestnut Hill, MA 02467
  Attn: Roger Woolsey

17 Asian American Journalists Association
  http://www.aja.org/category/jobs-opportunities/
  Web Posting on career page

18 National Association of Hispanic Journalists
  http://www.nahjcareercenter.com/
  Web posting on career page

35 Emerson College
  Office of Career Services
  120 Boylston Street
  Boston, MA 02116
  617-824-8586
  Contact: Matt Cardin
careers@emerson.edu

36 Emmanuel College
  Office of Internships & Career Development
  400 The Fenway
  Boston, MA 02115
  p. 617-735-9975
  f. 617-264-7695
e. weilerb.emmanuel.edu
  Brie Weiler, Career Advisor

37 Northeastern University Career Services
  202 Stetans
  360 Huntington Avenue
  Boston, MA 02115
  617-373-2430
  Contact: Maria Stein, Director
  www.careerservices.neu.edu

38 Smith College
  Career Development Office, Drew Hall
  Northampton, MA 01063
  413-585-2570
  Brenda Jameson
  www.smith.edu

39 Suffolk University Career Services & Cooperative
  8 Ashbuton Place
  Boston, MA 02108
  617-573-8480
  Terry Wells
  Twells@suffolk.edu

40 University of Massachusetts at Boston
  Office of Career Services
  100 Morrissey Boulevard
  Boston, MA 02125-3393
  Contact: Mary Mahoney
  617-287-5525
  www.careers@umb.edu

41 Boston University Website:
  www.bu.edu/hr/employment/jobs/jobs.shtml

42 WBUR Website
  www.wbur.org

43 idealist.org
  http://www.idealist.org/info/Jobs
  Web posting on career page
19 JournalismJobs.com

Web posting on career page

20 Corporation of Public Broadcasting Jobline
http://www.cpb.org/jobline/
Web posting on career page

21 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cppboston.org

22 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwmanhattanchapter@yahoo.com

23 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger

24 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region

25 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacce.com

26 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org

27 Latino Professional Network
P.O. Box 96601
Boston, MA 02196-0601
p. 617-247-1818
c. 781-341-3810
Contact: Rick Colon
www.lpn.org

44 Association of Fundraising Professionals
http://www.afpnet.org/JobCenter/?navItemNumber=505&_ga=1.150573749.221532673.1416349331
Web posting on career page

45 The Chronicle of Philanthropy
http://philanthropy.com/section/Jobs/224/
Web posting on career page

46 LinkedIn
https://www.linkedin.com/job/home

47 Monster
http://www.monster.com/

48 Broadcast and Cable
http://www.broadcastingcable.com/

49 Current
https://www.current.org

50 Source
https://source.opennews.org

51 HigherEdJobs.com
https://www.higheredjobs.com

52 InsideHighered.com
https://www.insidehighered.com

53 Stack Exchange Inc.
http://stackoverflow.com/jobs

54 Association of Independents in Radio Listserv
https://airmedia.org/

55 Salt Listserv
https://www.meca.edu/academics/graduate/salt/

56 Transom Listserv
https://transom.org/

57 Facebook.com Groups
Journalists of Color in Public Media
Public Media
Radio Women Rule the World

58 Professional Diversity Network
https://www.prodlnet.com/
## ATTACHMENT B

### MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

<table>
<thead>
<tr>
<th>Type of Activity</th>
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| Internship & Fellowship Programs                     | WBUR offers internship opportunities within the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston, The ARTery, CommonHealth, Bostonomix, iLab, Community Engagement and Digital Operations. A total of 31 interns participated in the program during the Spring, Summer and Fall 2018 semesters.  
In 2018, the ARTery hired and trained three women of color as part of its Community Arts Reporting Fellowship made possible through grant funding from the Barr Foundation.  
WBUR’s BizLab created three BizLab Summer Fellowships, to support our digital and business experiments.  
WBUR offered an iLab fellowship focused on giving employees the ability to pursue original project ideas to promote WBUR’s programming, digital, community or revenue. “Project Clementine” focused on segmented digital audio.  
WBUR in collaboration with BUs College of Communications offered two fellowships to students interested in public radio, podcasting or multimedia journalism.  
WBUR established two fellowships in 2018 for underrepresented individuals in public media. The Newsroom Fellowship is specific to a Boston University senior or graduate student. The Here & Now Fellowship is specific to an individual within the local Boston area. |
| Employee Training Programs for personal and professional development | As a university licensee, the station is able to offer a comprehensive training program entitled, "Learning@BU." This training program offers work, health, and life seminar and professional development workshops to all employees.  
External coaching for Executive Leadership.  
Attended the Knight Foundation Media Learning Seminar in Miami, FL from 2/18/18-2/20/18.  
WBUR hosted a Public Radio Potluck for developers and product owners from around the country.  
Enrolled a participant into the Partnership’s Mid-Career Fellow Development Program, which focuses on leadership, relationship and organizational skills of talented multicultural professionals.  
Participated in the Rosalynn Carter Fellowship for Mental Health Journalism focusing on improving accuracy and tone of reporting on mental health issues.  
WBUR collaborates with NPR & Kaiser Health Foundation on healthcare coverage. Support includes editorial guidance, resources, and weekly discussions on healthcare issues. Member attended annual meeting of NPR-Kaiser Foundation-NPR Member Station collaborative.  
Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies.  
Participated in the Health Coverage Fellowship of Blue Cross Blue Shield Foundation designed to aid journalists in covering critical health care issues. Attended a nine day fellowship at Babson College.  
In Spring 2018, the ARTery's Digital Producer attended an editing workshop at the Poynter Institute.  
The Office of Information Services and Technology offers instructor-led classes to downloadable reference materials and interactive online courseware to WBUR and the Boston University community. Training is provided in a variety of convenient formats. Topics cover areas that help make you more effective and efficient when working with today's technology.  
WBUR’s New England News Collaborative continued in 2018 although CPB funding ended on 6/30/2018. Collaborative reporting with NENC stations continue to be used on WBUR and other participating stations in New England.  
WBUR hosted 18 reporters and editors from around New England for a two day editor's workshop in June 2018. The workshop was staffed by NPR’s training unit. |
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<td>Participation in job banks and Career Fairs</td>
<td>Boston University (BU) is a member of the Boston Consortium for Higher Education, a group of 17 colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. BU is also a member of the New England Higher Education Recruitment Consortium (NEHERC) and hosted the NEHERC Annual Diversity Conference for HERC members on November 8th, 2018. BU is part of the Boston Consortium’s Employment diversity outreach efforts. Thomas Bagarella, Director of Talent Acquisition, is BU’s active member of the Employment Managers Community of Practice of the Boston Consortium and the New England Higher Education Consortium. WBUR attended and participated in a NPR Station Initiative called the Public Media Village at multiple conferences in 2018. The first of which was the National Association of Hispanic Journalists conference held in Miami, FL from July 18th -21, 2018. The second conference was the National Association of Black Journalists held in Detroit, MI from August 1-5th, 2018. The third conference was the Asian American Journalists Association held in Houston, TX from August 8th-11, 2018. WBUR participated in the Spring and Fall 2018 Public Media Virtual Career Fairs hosted by Current.</td>
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<tr>
<td>Workshops and Conventions</td>
<td>It is the practice for all WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</td>
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<td>Attended regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</td>
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<td>Attended South by Southwest conference (SXSW) conference in Austin, Texas 3/9/18 - 3/18/18.</td>
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<td>Attended Public Media Business Association (PMBA) conference held in Long Beach, CA from 5/29/18 - 6/1/18.</td>
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<td>Attended Public Media Development &amp; Marketing Conference (PMDMC) in Chicago, IL. 7/10 - 7/13/18.</td>
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<td>Attended Online News Association (ONA) held in Austin, TX on 9/13/18 - 9/15/18.</td>
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<td>Attended the Society for Environmental Journalists Conference in Flint, MI on Oct. 3 - 7, 2018.</td>
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<td>Attended Public Radio Program Directors conference (PRPD) held in Austin, TX from 8/20 - 8/23/18.</td>
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<td>Attended Public Radio's &quot;Super Regional&quot; conference in Atlanta, GA 10/24/18 - 10/26/18.</td>
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<td>Attended Third Coast 2018 conference in Chicago, IL 10/4/18 - 10/6/18.</td>
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<td></td>
<td>Attended WideOrbit Connect 18 conference from August 21-22, 2018 in San Francisco.</td>
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<tr>
<td>Other Activities</td>
<td>WBUR’s Managing Director of News &amp; Programming oversees a panel comprised of many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award, established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for his/her individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize. In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR hosted a series of one hour debates covering the Democratic primary, general election attorney general, the Massachusetts gubernatorial debate and debates around the three ballot questions.</td>
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<td>The Director of Finance at WBUR launched a station-wide diversity and inclusion initiative called STRIDE, the Station Recruitment, Inclusion, Diversity Engagement, as part of WBUR’s commitment to hiring and retaining employees that better represent the community we serve.</td>
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<td>The executive news director participated in weekly conference calls with the NPR-Member Station reporting collaborative on military affairs and Veterans affairs known as “Back at Base.”</td>
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<td>WBUR’s Executive Director of News Content participated in a panel discussion on Diversity In Media in Boston on 4/12/18.</td>
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<td>WBUR’s Executive Director of News Content served as the Master of Ceremonies for the Inaugural Latina Summit of Greater Boston in September 2018.</td>
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<td></td>
<td>WBUR’s Executive Director of News Content moderated a panel discussion on increasing voter participation and turnout in Oct. 2018 at the Edward M. Kennedy Institute.</td>
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<td></td>
<td>WBUR hosted a National Association of Hispanic Journalists reception at WBUR and discussed vacancies.</td>
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<tr>
<td>Other Activities (cont.)</td>
<td>The Senior Producing Editor of ARTery was a guest speaker at a Landmark Orchestra board meeting where she addressed our efforts to recruit diverse journalists and our mission to report stories in various communities across New England.</td>
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<td></td>
<td>The Senior Producing Editor of ARTery moderated a panel with Mexican journalists at Harvard University where ethics, violence against journalists and mental health were discussed. WBUR’s commitment to report in underrepresented communities through diverse journalists was also discussed.</td>
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<td></td>
<td>WBUR staff moderated a panel on podcasting at Forward in June 2018.</td>
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<td></td>
<td>WBUR staff moderated panels on podcasting and covering the arts in Boston at the Podcast Garage in 2018.</td>
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<td></td>
<td>WBUR continues to man a full-time news bureau within the Dorchester Reporter.</td>
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