

Broadcast Equal Employment  
 Opportunity Program Report

FRN: **0009861303** | File Number: **0000092401** | Submit Date: **12/02/2019** | Call Sign: **WBUR-FM** | Facility ID: **68241** |  
 City: **BOSTON** | State: **MA**  
 Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **12/02/2019** | Filing Status: **Active**

General  
 Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	WBUR 2019 EEO filing
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee  
 Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
<b>THE TRUSTEES OF BOSTON UNIVERSITY</b> Doing Business As: THE TRUSTEES OF BOSTON UNIVERSITY	Margaret Low 890 COMMONWEALTH AVENUE BOSTON, MA 02115 United States	+1 (617) 353-0909	GM@WBUR.org	Company

Contact  
 Representatives

Contact Name	Address	Phone	Email	Contact Type
Samuel Fleming General Manager WBUR	Margaret Low 890 COMMONWEALTH AVENUE Attention : General Manager BOSTON, MA 02115 United States	+1 (617) 353-0909	GM@WBUR.ORG	CEO
MICHAEL LECLAIR LeClair CHIEF ENGINEER WBUR	WBUR, 890 COMMONWEALTH AVENUE BOSTON, MA 02215 United States	+1 (617) 353-0724	MLECLAIR@BU.EDU	Technical Representative
Karl Voelker Director Of Engineering Operations WBUR	Karl Voelker 890 Commonwealth Ave 02215 Boston, MA 02215 United States	+1 (617) 353-0734	kvoelker@bu.edu	Technical Representative

Common  
 Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
173933	WBUH	BREWSTER	MA	No
68241	WBUR-FM	BOSTON	MA	No
7055	WBUA	TISBURY	MA	No

Program Report Questions

Section	Question	Response
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)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report Questions

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:

Name	Title
Dawna Johnson	Director of Finance

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C. F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	12/02 /2019
Certified Title	Senior VP CFO Treasurer
Authorized Party Name	Martin J Howard

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
<a href="#">WBUR EEO Report 2017-2018.pdf</a>	Applicant	EEO Public File Report		Done with Virus Scan and/or Conversion
<a href="#">WBUR EEO Report 2018-2019.pdf</a>	Applicant	EEO Public File Report		Done with Virus Scan and/or Conversion
<a href="#">WBUR Narrative Statement 2017-2018.pdf</a>	Applicant	Narrative Statement		Done with Virus Scan and/or Conversion
<a href="#">WBUR Narrative Statement 2018-2019.pdf</a>	Applicant	Narrative Statement		Done with Virus Scan and/or Conversion

**EEO PUBLIC FILE REPORT**  
**For**  
**WBUR-FM, WBUA-FM and WBUH-FM**  
**December 1, 2018 through November 30, 2019**

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](http://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>

**Mailing Address:**

**WBUR**  
**890 Commonwealth Avenue**  
**Boston, MA 02215**

**Telephone Number: 617-353-0909**  
**Contact Person: Dawna Johnson**  
**E-mail Address: [Dagonсал@bu.edu](mailto:Dagonсал@bu.edu)**

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Finalist Source of Referral</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Attachment A</u>
Multimedia Reporter, Innovation & Business	5	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Corporate Support Representative, Underwriting	16	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64, #68
Corporate Support Representative, Underwriting	11	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64, #68
Digital Web Producer	15	Indeed.com	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64, #69
Senior Sound Designer, Podcasts	4	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Associate Producer, On Point	4	Other electronic site	BU Website; WBUR Website; outreach	#3; #41-42; #46-47; #51-52; #59-64
Radio Boston Host	10	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64, #70
Assistant Managing Editor, Here & Now	2	LinkedIn	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Senior Reporter, Environmental Vertical	3	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Producer/Reporter II, Health & Science	6	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Managing Editor, News Content	4	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Manager of Podcast Production	4	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Associate Producer/Editor, Here & Now	5	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Multimedia Reporter, Artery	8	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Associate Director, Institutional Giving & Development	3	Other electronic site	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Arts Engagement Producer	5	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Managing Producer, iLab	3	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#3; #41-42; #46-47; #51-52; #59-64
Program Manager, BizLab	8	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Associate Producer, Here & Now	3	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Associate Producer, Here & Now	3	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Technical Director, Cityspace	6	Indeed.com	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Operations & Technical Manager, Cityspace	6	Indeed.com	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Marketing Associate I	6	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Associate Producer, On Point	7	Former BU employee	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Events & Programming Manager, Cityspace	10	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64, #70
Events Administrator, Cityspace	5	Indeed.com	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Field Producer, Morning Edition	6	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Senior News Correspondent	7	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Weekend Producer/ All Things Considered Writer	5	BU Website	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Business Technology Analytics Lead	3	Indeed.com	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Producer, Only A Game	4	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#3; #41-42; #46-47; #51-52; #59-64
Arts and Culture Reporter/ Critic	3	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Technical Associate, Cityspace	6	Indeed.com	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Manager of Client Services, Underwriting	7	Boston Career Link	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64, #68
Multimedia Reporter, Environmental	15	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Investigative Reporter	10	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-67
Audience Development Manager	9	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Co-host, Here & Now	5	The Work Place	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64, #71
Digital Audio Editor	5	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64, #68
Fill-in Broadcast Recording Technician II	5	Internal Candidate	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64, #68
Associate Producer, Here & Now	3	Employee Referral	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Corporate Support Representative, Underwriting	16	BU Website	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64, #68
Fill-in Broadcast Recording Tech II	5	Internal Candidate	BU Website; WBUR Website; outreach	#41-42; #46-47; #51-52; #59-64
Corporate Support Representative, Underwriting	16	Internal Candidate	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #51-52; #59-64
Multi-platform Editor	1	Internal Candidate	BU Website; WBUR Website	#41-42; #46-47; #51-52; #59-64
Associate Producer, Digital, Here & Now	1	BU Website	BU Website; WBUR Website	#41-42; #46-47; #51-52; #59-64

WBUR  
EEO PUBLIC FILE REPORT  
Attachment A

Recruitment Sources used for Full-Time Job Openings

- 1 Action for Boston Community Development  
178 Tremont Street  
Boston, MA 02111  
617-357-6000 x399  
Contact: Delcenia Jackson  
[HR@bostonabcd.org](mailto:HR@bostonabcd.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@aaaja.org](mailto:National@aaaja.org)  
Contact: Kathy Chow, Executive Director  
415-346-2051  
[www.aaaja.org](http://www.aaaja.org)
- 4 Assoc of Fundraising Professionals, MA Chapter  
465 Waverley Oaks Road, Ste. 421  
Waltham, MA 02452  
781-397-8870  
Linda Guild  
[www.afpmass.org](http://www.afpmass.org)  
617-355-3066  
Mia Simon
- 5 Blacks Interested in Communications  
1468 Broad Street  
Providence, RI 02905
- 6 Career Collaborative, Inc.  
77 Summer Street, 11th Floor  
Boston, MA 02111  
Attn: Mary Leviner, Employment Associate  
(617) 424-6616  
[www.careercollaborative.org](http://www.careercollaborative.org)
- 7 Massachusetts Broadcasters Assoc.  
PO Box 857  
Clark, NJ 07066  
800-471-1875  
[www.massbroadcasters.org](http://www.massbroadcasters.org)
- 8 Minority Professional Network  
P.O. Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
[www.minorityprofessionalnetwork.com](http://www.minorityprofessionalnetwork.com)
- 9 National Assoc. of Asian American Professi  
Boston Chapter  
P.O. Box 51922  
Boston, MA 02205  
617-227-1113  
Samson Lee  
[www.naapboston.org](http://www.naapboston.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 Balta, President  
1050 Connecticut Ave NW, 10th Floor  
Washington, DC 20036  
202-662-7145  
[www.nahj.org](http://www.nahj.org)
- 12 Public Media Business Association  
7918 Jones Branch Drive, Ste. 300  
McLean, VA 22102  
703-506-3292  
[www.pmbaonline.org](http://www.pmbaonline.org)
- 13 Urban League of Eastern Massachusetts  
Job Posting  
88 Warren Street  
Roxbury, MA 02119  
617-442-4519  
[www.ulem.org](http://www.ulem.org)
- 14 Women in Development of Greater Boston  
22 Bates Road, Ste. 224  
Mashpee, MA 02649  
617-489-6777  
Megan Panek, President  
[www.widgb.org](http://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.aaaja.org/category/jobs-opportunities/>  
Web Posting on career page
- 18 National Association of Hispanic Journalist  
<http://www.nahjcareercenter.com/>  
Web posting on career page
- 19 JournalismJobs.com  
<http://www.journalismjobs.com/index.php>  
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.cpaboston.org](http://www.cpaboston.org)
- 22 The Coalition of 100 Black Women Inc.  
Manhattan Chapter  
P.O. Box 1711, Grand Central Station  
New York, NY 10163  
[ncbwmnmanhattanchapter@yahoo.com](mailto:ncbwmnmanhattanchapter@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.hacc.com](http://www.hacc.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](http://www.jvs-boston.org)
- 27 Latino Professional Network  
P.O. Box 960601  
Boston, MA 02196-0601  
p. 617-247-1818  
f. 781-341-3810  
Contact: Rick Colon  
[www.lpn.org](http://www.lpn.org)
- 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
- 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. 202-483-5233  
Contact: Kelly Reid, Program Manager

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Attachment A

[www.namme.org](http://www.namme.org)

31 Native American Journalists Assoc.  
University of Oklahoma Gaylord College  
395 W. Lindsey  
Norman, OK 73019-4201  
405-325-9008  
Contact: Jeff Harjo, Executive Director  
[www.naja.com](http://www.naja.com)

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](http://thepartnershipinc.org)

37 Northeastern University Career Services  
202 Stearns  
360 Huntington Avenue  
Boston, MA 02115  
617-373-2430  
Contact: Maria Stein, Director  
[www.careerservices.neu.edu](http://www.careerservices.neu.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](http://www.careers@umb.edu)

43 [idealists.org](http://idealists.org)  
<http://www.idealists.org/info/jobs>  
Web posting on career page

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

49 Current  
<https://www.current.org>

52 InsideHigherEd.com  
<https://www.insidehighered.com>

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

58 Professional Diversity Network  
<https://www.prodivnet.com/>

60 Indeed.com

63 Glassdoor.com

66 PublicMediaJobs.org

69 Asian American Civic Association  
[aaca-boston.org](http://aaca-boston.org)

32 North of Boston Convention & Visitors Bureau  
P.O. Box 5193  
Salisbury, MA 01952  
978-465-6555  
[www.northofboston.org](http://www.northofboston.org)

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

38 Smith College  
Career Development Office, Drew Hall  
North Hampton, MA 01063  
413-585-2570  
Brenda Jameson  
[www.smith.edu](http://www.smith.edu)

41 Boston University Website:  
[www.bu.edu/hr/employment/jobs/jobs.shtml](http://www.bu.edu/hr/employment/jobs/jobs.shtml)

44 Association of Fundraising Professionals  
[http://www.afpnet.org/JobCenter/?navItemNumber=505&\\_ga=1.150573749.221532673.1416349331](http://www.afpnet.org/JobCenter/?navItemNumber=505&_ga=1.150573749.221532673.1416349331)

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

50 Source  
<https://source.opennews.org>

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

56 Transom Listserv  
<https://transom.org/>

59 Higher Education recruitment Consortium  
<https://www.herejobs.org/>

61 ZipRecruiter.com

64 CareerBuilder.com

67 EmploymentCrossing.com

70 JobTarget.com

[www.nmci.org](http://www.nmci.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](mailto:rgenzale@operationable.net)

36 Emmanuel College  
Office of Internships & Career Development  
400 The Fenway  
Boston, MA 02115  
p. 617-735-9975  
f. 617-264-7695  
e. [weilerbr.emmanuel.edu](mailto:weilerbr.emmanuel.edu)  
Brie Weiler, Career Advisor  
39 Suffolk University Career Services & Coop  
8 Ashbutoon Place  
Boston, MA 02108  
617-573-8480  
Terry Wells  
[Twells@suffolk.edu](mailto:Twells@suffolk.edu)

42 WBUR Website  
[www.wbur.org](http://www.wbur.org)

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

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

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

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

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

62 SimplyHired.com

65 NAB Leadership  
BroadcastCareerLink.com  
68 Careerlink.com

71 The Work Place  
[workplace.org](http://workplace.org)

**ATTACHMENT B****MENU OPTION ACTIVITIES**

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

Type of Activity	Description
Internship & Fellowship Programs	<p>WBUR offers internship opportunities within the following departments and/or programs: News, Here &amp; Now, On Point, Only A Game, Radio Boston, The ARTery, CommonHealth, BostonomiX, iLab, Community Engagement and Digital Operations. A total of 18 interns participated in the program during the Spring, Summer and Fall 2019 semesters.</p> <p>In 2019, the ARTery hired and trained two women of color as part of its Community Arts Reporting Fellowship made possible through grant funding from the Barr Foundation.</p> <p>WBUR's BizLab had three BizLab Summer Fellowships, to support our digital and business experiments.</p> <p>WBUR offered three iLab fellowship focused on giving employees the ability to pursue original project ideas to promote WBUR's programming, digital, community or revenue. Topics include 1) H&amp;N podcast strategy, 2) podcast highlighting a connection through stories and discovery, 3) exploration of different types of comedy.</p> <p>WBUR in collaboration with BU's College of Communications offered two fellowships to students interested in public radio, podcasting or multimedia journalism.</p> <p>WBUR continued its partnership with The Loop Lab for the second year, hosting a cohort of four students for a series of instructional sessions ranging from story editing to podcast production.</p> <p>WBUR continued to host two fellowships in 2019 for underrepresented individuals in public media. The Newsroom Fellowship is specific to a Boston University senior or graduate student. The Here &amp; Now Fellowship is specific to an individual within the local Boston area.</p> <p>Participated in the National Press Foundation Fellowship -- "The Paris Accords of Science Communication" in Paris, France in October 2019.</p>
Employee Training Programs for personal and professional development	<p>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 series and professional development workshops to all employees.</p> <p>External coaching for Executive Leadership and staff.</p> <p>Enrolled a participant into the Partnership's Mid-Career Fellow Development Program, which focuses on leadership, relationship and organizational skills of talented multicultural professionals.</p> <p>Participated in the Rosalynn Carter Fellowship for Mental Health Journalism focusing on improving accuracy and tone of reporting on mental health issues.</p> <p>WBUR collaborates with NPR &amp; 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.</p> <p>Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies.</p> <p>Participated in the Health Coverage Fellowship of Blue Cross Blue Shield Foundation designed to aid journalists in covering critical health care issues on 4/26 - 5/4/19.</p> <p>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.</p> <p>WBUR's New England News Collaborative continued in 2019. Collaborative reporting with NENC stations continue to be used on WBUR and other participating stations in New England.</p> <p>Attended Planned Giving Group of New England all-day training.</p>

**ATTACHMENT B****MENU OPTION ACTIVITIES**

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

Type of Activity	Description
Employee Training Programs for personal and professional development (cont.)	<p>Hosted five WBUR BizLab Webinars for public media and journalism professionals on topics related to digital and business experiments throughout 2019.</p> <p>Participated in Boston University's Mini-MBA program for technical executives in Spring 2019.</p> <p>Attended Society of Professional Journalism Conference Sept. 5, 2019.</p> <p>Attended the Poynter Leadership Academy for Women in Digital Media in St. Petersburg, FL on 10/20 - 10/25/19.</p> <p>Attended invitation-only MIT Nuclear Conference in August 2019.</p> <p>Attended the Society of Environmental Journalists Conference in Fort Collins, CO in October 2019.</p> <p>Attended International Journalism Festival in Perugia, Italy from 4/3 - 4/7/19.</p> <p>Attended Education Writers Association seminar "Covering Higher Education's New Political Landscape" in Washington, DC on 1/28 - 1/29/19.</p> <p>Provided audio production training.</p> <p>Attended HORIZONS: Perspectives on Psychedelics forum in New York, NY 10/10 - 10/11/19.</p> <p>MAP management training - Fall 2019</p>
Participation in job banks and Career Fairs	<p>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). 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. The Talent Acquisition team participated in 15 diversity and inclusion recruiting events during 2019.</p> <p>WBUR attended and participated in a NPR Station Initiative called the Public Media Village at multiple conferences in 2019 -- the National Association of Hispanic Journalists conference held in San Antonio, TX from 9/5 - 9/7/19; the National Association of Black Journalists held in Miami, FL from 8/7 - 8/11/19; and the Asian American Journalists Association held in Atlanta, GA from 7/31 - 8/3/19.</p>
Workshops and Conventions	<p>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.</p> <p>Attended regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</p> <p>Attended South by Southwest conference (SXSW) conference in Austin, Texas 3/8/19 - 3/12/19.</p> <p>Attended Public Media Business Association (PMBA) conference held in Orlando, FL from 5/14/19 - 5/17/19.</p> <p>Attended Public Radio News Directors' (PRNDI) conference in Washington, DC from 7/11 - 7/15/19.</p> <p>Attended Public Media Development &amp; Marketing Conference (PMDMC) in Dallas, TX 7/10 - 7/12/19.</p>

**ATTACHMENT B****MENU OPTION ACTIVITIES**

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

Type of Activity	Description
Workshops and Conventions (cont.)	<p>Attended NPR Digital Day in New Orleans, LA on 9/11/19.</p> <p>Attended Online News Association (ONA) held in New Orleans, LA on 9/12 - 9/14/19</p> <p>Attended Public Radio Program Directors conference (PRPD) held in Minneapolis, MN from 8/26 - 8/29/19.</p> <p>Attended Public Radio's "Super Regional" conference in New Orleans, LA 10/15/19-10/17/19</p> <p>Attended Harvard Business School's 28th Annual Dynamic Women in Business Conference 2/23/19.</p> <p>Attended Institute for Nonprofit News Days (INN Days) held in Houston, TX from 6/12 - 6/13/19.</p> <p>Attended Knight Media Forum in Miami, FL from 2/26 -2/27/19.</p> <p>Attended 2019 Third Coast Conference in Chicago, IL 10/31 - 11/2/19.</p> <p>Attended Deployment of Deep Decarbonization Technologies Workshop hosted by The National Academy of Science in Washington, DC on 7/22 - 7/23/19.</p> <p>Attended Chronicle of Philanthropy webinar.</p> <p>Attended the Kalish Photo Editing Workshop at Rochester Institute of Technology from 6/24 - 6/28/19.</p>
Other Activities	<p>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.</p> <p>Gave a guest lecture at the Craig Newmark Graduate School of Journalism at The City University of New York in Spring 2019.</p> <p>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."</p> <p>WBUR continues to man a full-time news bureau within the Dorchester Reporter.</p> <p>WBUR Newsroom hosted a dinner for all public radio journalists working in Boston. Approximately 50 journalists attended from WBUR, WGBH and NPR.</p> <p>In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR in its CitySpace convening space, hosted the signature debate of the Boston City Council race, hosting all eight at-large candidates for the City Council in a 90-minute debate carried live on Radio Boston.</p>



Agencies Requesting Notification of Job Vacancies

<u>Date Request Received</u>	<u>Name of Organization</u>	<u>Contact Person</u>	<u>Title</u>	<u>Street</u>	<u>City</u>	<u>State &amp; Zip</u>
1/20/2012	Commonwealth Compact	Tara DeSisto	Technical Lead Project Manager	McCormack Graduate School of Policy & Global Studies - Umass Boston 100 Morrissey Blvd	Boston	MA 02125