

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period August 1, 2017 – July 31, 2018.

1) **Employment Unit:** Santa Monica Community College District (“SMCCD”)

2) **Unit Members (Stations and Communities of License):**

KCRW(FM), Santa Monica, CA (Facility ID 59086)

KCRU(FM), Oxnard, CA (Facility ID 59085)

KCRY(FM), Mojave, CA (Facility ID 59092)

KCRI(FM), Indio, CA (Facility ID 59087)

KDRW(FM) Santa Barbara, CA (Facility ID 69085)

KERW(FM) San Luis Obispo, CA (Facility ID 63523)

3) **EEO Contact Information for Unit Member:**

Mailing Address: Santa Monica Community College District 1900 Pico Blvd. Santa Monica, CA 90405-1628	Telephone: (310) 450-5183
	Contact Person/Title: Jennifer Ferro, President
	E-mail Address: Jennifer.ferro@kcrw.org

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

There were no full-time job openings or hires in the 2017-2018 reporting year. As such, no jobs were posted.

5) **Recruitment Sources Used to Fill Each Vacancy.** As stated above, there were no full-time hires during the reporting period. Therefore, there are no data to report with respect to the number of persons referred by SMCCD’s recruitment sources.

6) **Total Number of Interviewees Referred.** With no full-time job openings, SMCCD did not interview any candidates for full-time vacancies.

7) **Supplemental Recruitment Initiatives.** The supplemental recruitment initiatives undertaken by SMCCD during the period covered by this report are set forth below:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:

(a) **Initiative:** Santa Monica College Student Internship Program

SMCCD makes available 22 internship opportunities (11 for Spring semester, 11 for Fall semester) for all areas of radio station operations, including producing, sound editing, video editing, sound design, call screening, music library catalog work, on-air assistance and public information outreach. Interns come from Santa Monica College and include students of the broadcast program. Recipients reflect a diversity of background, age and ability.

The internships continue throughout the year and are offered for semester-long periods. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry.

(b) Initiative: Volunteer Program

SMCCD maintains an active volunteer program with over 100 weekly participants. Volunteers actively work in every area of broadcast operations. The program is available to all interested participants. The volunteers come from all parts of Southern California and all age ranges. All interns are introduced to various jobs in the broadcast industry regardless of whether they will work in that area.

(c) Initiative: Summer Internship Program

High school and college students apply to participate in the KCRW Summer Internship Program that runs from June - September. This marketing internship exposes students to all of the areas involved in public broadcasting. Interns receive monthly visits and talks from various members of KCRW explaining their work and answering questions. Interns also work directly with various departments in the operation. In 2018, 104 college and high school students interned with KCRW.

Other Activities to further the goal of disseminating information as to employment opportunities in broadcasting.

Initiative: Workshops for Independent Producers

KCRW created a series of free public radio workshops for people interested in public radio producing.

Audio Playground Workshop

On October 21, 2017 KCRW led a day-long workshop to teach a diverse group of audio producers how to get out of their creative rut. The group of 30 independent producers listened to audio, did free writing exercises and created their own morning radio shows.

Pitch Panel Workshop

On February 23, 2018, KCRW hosted a pitch panel, where eight independent producers pitched their story ideas to KCRW staff. In the room, we also had a live audience of about 30 people who were interested in learning more about what KCRW looks for in its on-air stories. Half of those people who pitched are now working closely with KCRW editors/producers to bring their stories to the airwaves.

Print to Radio Workshop

On June 30, 2018, KCRW trained 40 digital journalists on how to make the transition from print to radio. The audience was filled with 90 percent women, half of which were women of color. The event was free to attend and journalists came from the L.A. Times, L.A. Magazine and the L.A. Daily News.

Participation in Events at Educational Institutions

Initiative: UCLA Luskin Center for Public Policy keynote

On January 18, 2018, SMCCD's General Manager and the President of the KCRW Foundation, Jennifer Ferro, spoke to 300 UCLA undergraduate and graduate students interested in public affairs, public policy and urban planning. Topics included how to begin a career in public broadcasting, definition of various roles in public media and non-profit management. Among the topics discussed were how to get started in the broadcasting industry, public media journalism and the current openings in the internship program at SMCCD.