

EEO Public File Report

WNET

Licensed television stations: WNET
WLIW
WMBQ
WNDT

Licensed radio station: WLIW-FM

Report Term: January 26, 2020 - January 24, 2021

Vacancies/Sources Utilized

The following is a list of vacancies filled during the Report Term and recruitment sources utilized to fill each vacancy. The first recruitment source listed referred the candidate hired for the position. Contact information for each recruitment source is provided in Attachments A and B. Those recruitment sources to which we provided notification of vacancies under 47 C. F. R. 73.2080: (c) (1) (ii) are marked with an asterisk.

Recruitment sources listed under America's Job Exchange include Diversity Partner Network sites, America's Job Exchange's State One Stops and Community based organizations and Community Outreach organizations.

The full time vacancies marked with (#) were filled to provide services to the New Jersey Public Broadcasting Authority television stations (WNJN, Montclair, NJ; WNJT, Trenton, NJ; WNJS, Camden, NJ; and WNJB, New Brunswick, NJ) pursuant to a Programming and Services Agreement.

Job Title	Source	Community Organizations
Director, Individual Giving	LinkedIn	*Art for Change *Asian American Federation *Center for Independence of the Disabled *Goodwill Industries of Greater New York & Northern New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *Job Path *National Gay & Lesbian Journalists Associator *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas America's Job Exchange Beyond.com AJE Veterans Exchange AJE Disability Exchange Job Opportunities for Disabled American Veterans (JOFDAV) Disabled Person Diversity Working New York Department of Labor New Jersey Department of Labor WNET Website NJTV Website Indeed.com

Assistant Creative Director

Internal Employee

Idealist
LinkedIn
Association of Fundraising Professionals
Philanthropy News Digest(PND)
Emma Bowen Foundation

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDVA)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com

Director of Development, NJTV

Employee Referral

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Emma Bowen Foundation
Association of Fundraising Professionals
Philanthropy News Digest
LinkedIn

‡ Associate Producer, NJTV

Internal Employee

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
National Association of Black Journalists
National Association of Hispanic Journalists
Glassdoor

‡ Associate Producer, NJTV

Internal Employee

Community Organizations

Associate Producer, Digital American Masters Employee Referral

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- Digital Diversity Network

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person

Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Emma Bowen Foundation
Media Bistro

Production Assistant, Great Performances Job Boards: Other

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation

Engineering Operator Internal Employee

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League

Board Coordinator

WNET Website

- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Emma Bowen Foundation
- Idealist
- LinkedIn
- New York Foundation for the Arts

Production Office Coordinator, American
Masters

Employee Referral

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA),
Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- National Association of Black Journalists
- National Association of Hispanic Journalists

Institutional Giving Associate

Idealist

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange

AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
Philanthropy News Digest (PND)
Idealist
LinkedIn

‡ Broadcast Graphics Designer

Internal Employee

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network

‡ Associate Producer, Media Manager

Internal Employee

Community Organizations

*Art for Change

Database Administrator

Job Board: Other

- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & Northern New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- Digital Diversity Network

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working

Senior Director, Development Operations

LinkedIn

New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Glassdoor
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
Community Organizations
*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Associator
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas
America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
National Association of Multiethnicity in Communications
Idealist
LinkedIn
New York Foundation for the Arts
Philanthropy News Digest

Salesforce Administrator

Glass Door

Community Organizations
*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey

- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA),
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Salesforce.com/Power of Us Hub
- Emma Bowen Foundation
- Digital Diversity Network
- Historically Black Colleges & Universities
- Glassdoor
- LinkedIn

‡ Managing Editor, NJ Spotlight

Internal Employee

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA),
- Disabled Person
- Diversity Working
- New York Department of Labor

New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Emma Bowen Foundation

EXIGENT CIRCUMSTANCES Chief Diversity Equity & Inclusion Officer Internal Employee

Development Associate, Individual Giving WNET Website

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation
- *Job Path
- *National Gay & Lesbian Journalists Association
- *National Urban League
- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Glassdoor
- Historically Black Colleges & Universities
- National Black MBA Association
- Emma Bowen Foundation
- Digital Diversity Network
- LinkedIn
- New York Foundation for the Arts
- African American Development Officers Network

Chief Technology Officer LinkedIn

Community Organizations

- *Art for Change
- *Asian American Federation
- *Center for Independence of the Disabled
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind

Artistic Director, All Arts

Employee Referral

*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas
America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
Glassdoor
LinkedIn
National Association of Multiethnicity in Communications
Latinx in Tech

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

Circa/America's Job Exchange

Beyond.com
AJE/Circa Veterans Exchange
AJE/Circa Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working

New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
LinkedIn
National Association of Multiethnicity in Communications
New York Foundation for the Arts

Senior Director, Diversity, Equity & Inclusion Indeed

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

CIRCA/America's Job Exchange

Beyond.com
CIRCA/AJE Veterans Exchange
CIRCA/AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV),
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
HBCU
Emma Bowen Foundation
Digital Diversity Network
LinkedIn
Minority Professional Network
NAMIC
National Black MBA

Attachment A Community Organizations

Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080: (c) (1) (ii)

Art for Change 131 E. 101st St. New York, NY 10029	Eliana Godoy eliana@artforchange.org 212.348.7044	Number of interviewees referred 0
Asian American Federation of New York 120 Wall Street, 3 rd Floor New York, NY 10005	Winnie Li Winnie.li@aafederation.org 212.344.5878	0
Center for Independence of the Disabled 841 Broadway, #301 New York, NY 10003	Susan Dooha sdooha@cidny.org	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist fmikulka@goodwillny.org	0
Helen Keller Services for the Blind 57 Willoughby Street Brooklyn, NY 11201	Russell Martello rmartello@helenkeller.org 718.522.2122	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director mcolon@hispanicfederation.org P: 212.233.8955	0
Job Path 256 West 38 th Street New York, NY 10018	Tim Garrigan Director, Job Development & Placement tgarrigan@jobpathnyc.org 212.944.0564 ext 214	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership Arin@nljja.org	0
National Urban League 80 Pine Street New York, NY 10005	Dale Johnson Dir Operations & Acquisitions djohnson@nul.org 212-558-5300	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Shaquan Hoke Career & Employment Specialist shoke@nyul.org 718 944 3734	0
New York Urban League 3008 Eastchester Road Bronx, NY 10469	Diana Coleman Director, Employee Services dcoleman@nyul.org 718 944-3734	0
The 100 Black Men of NY 105 East 22 nd Street, Suite 911 New York, NY 10010	Executive Director, Courtney Bennett Courtney.Bennett@ohbm.org Executive Assistant, Dina L Gardner DLGardner@ohbm.org	0
Vocational & Educational Services for Individuals with Disabilities 116 West 32 nd Street New York, NY 10001	Maureen Anderson 212-967-3081 maureenanderson@nysed.gov	0

--	--	--	--

ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 201 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

RECRUITMENT SOURCE		Number of interviewees referred
African American Development Officers Network	aadevofficers@aol.com 888 646 8166	0
America's Job Exchange (NaviSite) 400 Minuteman Road Andover, MA 01810	Linda Desrochers, Sales Manager 978.946.5856 (Direct) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	1
America's Job Exchange (NaviSite) <i>Which redistributes vacancy notices to:</i> Diversity Partner Network Sites Disabledperson.com Diversity Jobs DiversityWorking Job Opportunities for Disabled Americans	Linda Desrochers, Sales Manager 978.946.5856 (Direct) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	0
America's Job Exchange State One-Stops and Community Based Organizations	Linda Desrochers, Sales Manager 978.946.5856 (Direct) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	0
Asian American Journalists Association 5 Third Street, Ste 1108 San Francisco, CA 94103	415.346.2051 national@aaaja.org	0
Broadcasting & Cable 11 West 42 nd Street, 11 th Fl. New York, NY 10036	www.broadcastingcable.com	0
Career Fairs NABJ/NAHJ Annual Conference & Career Fair AAJA Annual Conference & Career Fair New York City's Diversity Career Day		0
College/Career Fairs – Unnamed		1
CPA2BIZ – AICPA 1211 Avenue of the Americas, 19 th Floor New York, NY 10036	www.cpa2biz.com 888.777.7077	0
Columbia University Graduate School of Journalism 2960 Broadway, mail code 5727 New York, NY 10027	Julie Hartenstein, Dpty Dir, Career Services P: 212.854.9198 Jh548@columbia.edu	0
Columbia University Center for Career Education, East Campus Building 2960 Broadway, mail code 5727 New York, NY 10027	Mark Jordan, Assist. Dir., Bus Dev Career Management Center 212.854.1926 mrj2123@columbia.edu	0

Corporation for Public Broadcasting 2401 9 th St. NW Washington DC 20004	PH: 202-879-9600 www.cpb.org/jobline/	0
Cynopsis Access Intelligence 4 Choke Cherry Road, 2 nd Floor Rockville, MD 20850	www.cynopsis.com	0
City University of New York (CUNY) 205 E. 42 nd Street New York, NY 10017	Office of Recruitment & Diversity at Human Resource Management jobs@cuny.edu	0
CUNY Graduate School of Journalism 219 West 40 th Street, Room 318A New York, NY 10018	Andrea Stone Director of Career Services 646.758.7804 www.journalism.cuny.edu/	0
CURRENT.ORG 6930 Carroll Avenue Suite 350 Takoma Park, MD 20912	PH: 301.270.7240 www.current.org	0
Digital Diversity Network 41 Madison Avenue, 31 st Fl NY, NY 10010	www.Digitaldiversitynetwork.com/career-center	0
Disabled Person	https://www.disabledperson.com/jobs	0
Diversity Working	http://diversityworking.com/	0
Emma Bowen Foundation 1121 Avenue of Americas, 28 th Fl NY, NY	P: 212-664-3773 www.Emmabowenfoundation.com/jobs Michael Barham Michael.barham@nbcuni.com VP, Programs 212-664-3486	0
Entertainment Careers 914 S. Barrington Avenue. Los Angeles, CA 90049	Brad Hall PH: (310) 422.0200 www.entertainmentcareers.net/employers/submit.asp	0
Employee Referral		25
Fairfield University 1073 North Benson Road Fairfield, CT 06824	P: (203) 254-4000	0
Fordham University 113 W. 60 th Street New York, NY 10023	Careers@fordham.edu	0
Fordham University, School of Law 33 W. 60 th Street New York, NY 10023	PH: 212.636.6810 careers@law.fordham.edu	0
Former Employee		0
Former Intern		0
Glass Door Glassdoor.com	Ellie Workman 415.944.6939	11
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	gwashington@goodwillny.org	0

Historical Black Colleges & Universities Career Center (HBCU)	www.thehbcucareercenter.com	0
Idealist.com Action Without Borders, Inc. 360 West 31 st Street, Suite 1510 New York, NY 10001	PH: (212) 843.3973 Fax: (212) 564.3377 www.idealist.org	13
Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	www.indeed.com (not a direct contact; aggregator)	0
Institute of Internal Auditors 247 Maitland Avenue Altamonte Springs, FL 32701	PH: 407.937.1111 www.na.theiia.org	0
Internal Employee		8
Job Boards>Other		31
Job Boards>Industry Association (unnamed)		2
Job Opportunities for Disabled American Veterans (JOFDAV)	https://www.jofdav.com/jobs	0
LinkedIn Mountain View, CA	P: 650-687-3600 www.Linkedin.com	70
LinkedIn Group: Nonprofit and Philanthropic Job Board	Group Owner: Regina Ingabire, Nonprofit Strategist www.mojalink.com	0
MEOjobs 3044 Wilson Aveue Wantagh, NY 11793	Marc Oppenheim Meojobs.com	0
Media Bistro 494 Broadway, 4 th Floor New York, NY 10012	P: (212) 929.2588 Nancy Hwang nancy@mediabistro.com	3
Media-Match.com 8112 ½ West 3 rd Los Angeles, CA 90048	www.mediamatch.com 323.284.5589	0
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Stephanie McGee 866.964.2765 ext. 2718 Stephanie.mcgee@boxwoodtech.com	0
National Association of Broadcasters 1171 N Street NW Washington DC 20036	202.429.5300 www.nab.org	0
National Association of Hispanic Journalists 1050 Connecticut Avenue, NW Washington, DC 20036	Kevin Olivas, Recruitment Manager PH: 202.662.7145 kolivas@nahj.org	0
National Association for Multi-Ethnicity in Communications (NAMIC) 320 W. 37 th Str., 8 th Floor New York, NY 10018	P: (212) 594.5985 www.jobs.namic.com/hr/	0
National Black MBA 400 West Peachtree Street NW, S 203 Atlanta, GA 30308	Nbmbaa.org 404.260.5444	0
National Lesbians & Gay Journalists Association 2120 L Street NW, Ste 850	202.588.9888 www.nlgja.org	0

Washington DC 20037		
Networking/Referrals		3
New York Association of Black Journalists 2214 Frederick Douglas Blvd New York, NY 10026	www.nyabj.org Errol Cockfield, Chapter President	0
New York Foundation for the Arts 20 Jay Street, 7 th Floor Brooklyn, NY 11201	PH: 212.366.6900 www.nyfa.org	6
New York State Department of Labor Building 12, W.A Harriman Campus Albany, NY 12240	518.457.9000 www.labor.ny.gov	0
New York State Dept. of Labor Business Services 75 Varick Street – 7 th floor New York, NY 10013	Barbara Listefski Business Service Representative Barbara.listefski@labor.ny.gov 212 775 3762	0
New York University Office of Career Services 719 Broadway, 3 rd Floor New York, NY 10003	PH: (212) 998.4730 Career.services@nyu.edu	0
New York Women in Film & TV (NYWIFT) 6 East 39 th St., Suite 1200 New York, NY 10016	Nancy Silva, Victoria Clark P: 212.679.0870 info@nywift.org	0
NJTV Gateway 2 283-299 Market Street Newark, NJ 07102	www.NJTVonline.org	0
Pace University 1 Pace Plaza New York, NY 10096	www.pace.edu	0
PBS Connect 1320 Braddock Place Alexandria, VA 22314	Cordelia Roseboro P: 703.739.5080 croseboro@pbs.org	0
Philanthropy News Digest (PND) 79 5 th Avenue New York, NY 10003	www.philanthropynewsdigest.com	0
Philanthropic Planning Group of Greater New York 15 West 72 nd Street, Suite 31G New York, NY 10023	info@ppggny.org	0
Talent Hub 220 E. 42 nd Street New York, NY 10017	Pat Christopher, President 646.682.9292	1
Tech Jobs for Good 45 Lynn Street Austin, TX	Contact - Noah www.Techjobsforgood.com	0
Theatre Communications Group 520 Eighth Avenue, 24 th Floor New York, NY 10018	212.609.5900 www.tcg.org	0
TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	800.374.0119 www.tvjobs.com	0

<p>TV News Check News Check Media LLC 24 W. Lancaster Avenue Ste 205 Ardmore, PA 19003</p>	<p>484.412.8287 www.Newscheckmedia.com</p>	0
<p>Twitter 1355 Market Street, Suite 900 San Francisco, CA 94103</p>	<p>https://about.twitter.com/company</p>	0
<p>WNET – Website 825 Eighth Avenue New York, NY 10019</p>	<p>P: (212) 560.1313 www.wnet.org</p>	26
<p>Women in Development 211 W. 56th Street, Suite 7J New York, NY 10019</p>	<p>PH: (212) 265.76560 FAX: (212) 265.7525 www.widny@widny.org</p>	0

Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

During the Report Term, WNET engaged in the following supplemental recruitment initiatives:

1. Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions.
 - a. The New York Urban Leagues' (NYUL) Centennial Job Fair, February 25, 2020, was attended by THIRTEEN's Director, Media Ingest and Content Delivery and Director, Media Services.
 - b. National Association of Black Journalists' (NABJ) and National Association of Hispanic Journalists' (NAHJ) virtual annual conference and career fair, August 5 -August 7, 2020 was virtually attended by production staff from NewsHour Weekend and Metrofocus, and the WNET Group's Director of Community Engagement and Chief Diversity, Equity and Inclusion Officer.
 - c. Asian American Journalists Associations' (AAJA) virtual annual conference and career fair, August 12 – August 14, 2020 was virtually attended by production staff from NewsHour Weekend.
 - d. Per Scholas' Tech Forward virtual job fair, October 15, 2020. A senior leader from WNET's Human Resources team participated in informational sessions, providing interview and career guidance.
 - e. City of New York's Diversity Employment Day virtual career fair, October, 23, 2020 was virtually attended by THIRTEEN's Senior Director, Programming and the WNET Group's Director, Events and Donor Engagement, Major Gifts Officer and Community Engagement Specialist.
 - f. National Association of Black Journalists' (NABJ) virtual regional conference and career fair, November 21, 2020 attended by production staff from Amanpour & Co. and NJTV News.
2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:
 - a. WNET has a year-round Internship Program to provide undergraduate and graduate students with training and experience related to their academic and/or career goals. The interns come from diverse backgrounds and are placed in a variety of functional areas across WNET. Spring 2020 internships began in January in our offices but were changed to a virtual platform in March. Summer and fall 2020 internships were suspended due to COVID-19.

Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

- b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offers BIPOC Fellowships. The recently expanded fellowship program was made possible through a cross departmental collaboration with WNET's Inclusion & Diversity Council (IDC), Human Resources and Development departments. Fellows are placed with various production units and supported by staff from the Inclusion and Diversity Council and Human Resources. These programs were postponed indefinitely this year due to health and safety restrictions related to the COVID-19 pandemic:
 - The Emma Bowen Foundation
 - Reginald F. Lewis Endowment Minority Fellowship Program
 - The Tiger Baron Minority Fellowship Program
 - Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum. WNET partners with the Academy for Careers in Television and Film (TvF), a New York City public high school, to provide hands on experience and skill development to high school seniors in support of a career in the media production industry.
 - c. Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Over the course of the report period, leaders from WNET's Human Resources department work closely with representatives from Per Scholas to facilitate a mock interview program. One candidate was interviewed during the report period before the program was suspended due to COVID-19.
3. Participation in the following diversity programs, webinars, programming and association conferences and events:
- a. National Center for Accessible Media (NCAM) Web and Social Media Platform Accessibility webinar presented May 13, 2020 was attended by members of WNET's Communications, Human Resources and Legal departments. The webinar focused on improving accessibility of websites and other digital offerings for people with disabilities.
 - b. Association of Fundraising Professionals Senior Leadership Breakfast March 10, 2020 was attended by WNET's Senior Director of Individual and Major Giving. A panel discussion focused on core challenges of staff retention and diversity in the fundraising sector.

Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

- c. WNET's Inclusion and Diversity Council (IDC) was created to support WNET's ongoing commitment to fostering a workplace where everyone feels welcome and respected. With members representing different departments, experiences, skills, goals and ideals, the Council is unified in the belief that through inclusion and diversity, WNET can better serve and reflect our communities.

Jennifer Brown Consulting, a diversity, equity and inclusion consulting firm, is working with WNET to reposition the current IDC to become an advisory group to assist in implementation of DEI initiatives including recruiting and onboarding.

4. Employee training programs

- a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with DEI content: *Workplace Diversity; Preventing Discrimination and Harassment; Business Etiquette; and Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses added as appropriate.
 - Code of Conduct training and Preventing Discrimination and Harassment are required annually.
 - All employees are required to complete Preventing Discrimination and Harassment training both online and live/interactive. The Manager version of training includes sections on the manager's role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.
 - New managers complete Managing within the Law – Basic and Managing within the Law – Advanced, courses which provide training on the increased responsibilities employers have as a result of federal and state laws. The courses address topics such as employee privacy, accommodation of disabilities and religious observance, responding to complaints and bullying and conflict management.
 - WNET is working with Jennifer Brown Consulting (JBC), a diversity consulting firm to implement additional DEI related training programs and initiatives. JBC completed a DEI assessment to establish a baseline for measuring progress and for developing targeted training programs based on assessment findings.

Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

5. Other Initiatives

- From October 15 to October 21, 2020, WNET aired nine, 15 second public service announcements promoting the Diversity Employment Day virtual career fair to be held on October 23, 2020. In addition, WNET included an online banner that rotated on the website during the on-air period.
- WNET, in partnership with New York City Department of Education, Hetrick-Martin Institute and PFLAG (the largest organization uniting parents, families, and allies with people who are lesbian, gay, bisexual, transgender, and queer) hosted LGBTQ+ Inclusive Professional Development webinars in June 2020. Attendees were offered the opportunity to learn more about online curriculum LGBTQ+ inclusive and help LGBTQ+ students during the Covid-19 pandemic.
- WNET serves as the lead station partner for Black Public Media's 360+ Incubator Program, an initiative devised to help launch non-fiction and fiction serial projects, as well as interactive or "trans-media" projects, about the Black experience. WNET offered Black Public Media's PitchBlack Award winner a 6-month residency. The residency began on February 3rd but was suspended in March due to the COVID -19.
- A virtual screening and panel on Justice in the United States in partnership with the Brennan Center for Justice at NYU School of Law moderated by WLIW's Metrofocus co-anchor was hosted in September, 2020.
- Inside THIRTEEN blog launched, "Rich Lives and Conversations. Viewing that Nourishes," highlighting black voices and experiences in the arts, our community and in our balanced, trusted news/conversations in August 2020.
- WNET's Education department launched a blog to highlight anti-racist resources for families, educators and students in June 2020.

6. WNET announces new Chief DEI Officer, a new position for the organization on June 8, 2020. The new Chief DEI Officer has a key role in promoting equal opportunities in the workplace. One new initiative scheduled for 2021 is "Progression to Succession," a mentorship program focused on employee career development and preparation of BIPOC employees for promotion and leadership positions.

Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

7. Each upper-level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of women and minorities.