Licensed television stations: WNET  
WLIW  
WMBQ  
WNDT
Licensed radio station: WLIW-FM

Report Term: January 25, 2021 - January 22, 2022

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 Broadbean/CareerBuilder include Diversity Partner Network sites, State One Stops and Community based organizations and Community Outreach organizations.

The full time vacancies marked with (ǂ) 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.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Source</th>
<th>Community Organizations</th>
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</thead>
<tbody>
<tr>
<td>Individual Giving Specialist</td>
<td>Job Boards&gt;Other</td>
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<td>*Center for Independence of the Disabled</td>
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<td>*Goodwill Industries of Greater New York &amp; Northern New Jersey</td>
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<td>WNET Website</td>
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Maintenance Engineer

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

Broadbean/Career Builder
Hispanic Job Exchange
LGBT Job Search
African American Job Exchange
Veteran Job Search
Asian Job Search
Disabled Person
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Job Seekers
Seniors to Work
US Diversity Job Search
Veteran Job Center
New York Department of Labor
New Jersey Department of Labor

Major Gifts Associate

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
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Broadbean/Career Builder
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<th>Internal Promotion</th>
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<td>Brown Girls Doc Mafia</td>
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Director of Production, Multiplatform Initiatives
Employee Referral

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* 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

Broadbean/Career Builder
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LGBT Job Search
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New York Department of Labor
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WNET Website
NJTV Website
Indeed
Emma Bowen Foundation
Historically Black Colleges & Universities
HueYouKnow
National Association of MultiEthnicity in Communications

Multimedia Project Lead & Producer
Internal Promotion

Community Organizations
* Art for Change
* Asian American Federation
* Center for Independence of the Disabled
* Goodwill Industries of Greater New York & Northern New Jersey
Multimedia Production Assistant, Multiplatform Initiatives

Organizational Referral - Goodwill Industries, NY/NJ

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
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*New York Urban League
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*Per Scholas

Broadbean/Career Builder

Hispanic Job Exchange
LGBT Job Search
African American Job Exchange
Veteran Job Search
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National Association of Hispanic Journalists
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US Diversity Job Search
Veteran Job Center
New York Department of Labor
New Jersey Department of Labor
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Indeed
Emma Bowen Foundation
Hue You Know

**Community Organizations**
*Art for Change*
*Asian American Federation*
*Center for Independence of the Disabled*
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*National Urban League*
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*The 100 Black Men of New York*
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**Broadbean/Career Builder**
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**Producer, Great Performances**
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
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*New York Urban League
*The 100 Black Men of New York
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**Broadbean/Career Builder**
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Emma Bowen Foundation
Hue You Know

**Board Coordinator**
Employee Referral

**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
Sr Communications Coordinator, Audience Engagement

Indeed

Community Organizations

*Art for Change
*Asian American Federation
*Center for Independence of the Disabled
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*National Gay & Lesbian Journalists Association
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*The 100 Black Men of New York
*Per Scholas

Broadbean/Career Builder

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Historically Black Colleges & Universities
Associate Producer, Digital
Employee Referral

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BrownGirlsDocMafia
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Production Assistant, Great Performances
Organization Referral- American Public TV

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Media Bistro
Historically Black Colleges & Universities
National Association of Hispanic Journalists
Brown Girls Doc Mafia

Director of Communications
Linked In

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*Art for Change
*Asian American Federation
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*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
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Indeed.com
National Association of Multiethnicity in Communications
Current Public Media
Radio Television Digital News Association
Emma Bowen Foundation

Attorney (1)  WNET Website
Attorney (2)  WNET Website

Community Organizations
*Art for Change
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*Helen Keller Foundation for the Blind
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*The 100 Black Men of New York
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Broadbean/Career Builder
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Emma Bowen Foundation
Entertainment Careers
Indeed.com
LinkedIn

Social Media Specialist  Internal Promotion

Community Organizations
*Art for Change
Multimedia Production Assistant, Amanpour & Co

Employee Referral

Community Organizations

*Art for Change
*Asian American Federation
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Broadbean/Career Builder

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Broadbean/Career Builder
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New Jersey Department of Labor
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NJTV Website
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Emma Bowen Foundation
Idealist
Media Bistro
Multicultural Marketing Resources
New York Foundation for the Arts

Senior Business Analyst, Salesforce
Internal Promotion

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

Broadbean/Career Builder
Hispanic Job Exchange
LGBT Job Search
African American Job Exchange
Veteran Job Search
Senior Coordinator, Community Engagement

LinkedIn

Community Organizations
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Broadbean/Career Builder
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New Jersey Department of Labor
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Indeed.com
Emma Bowen Foundation
LinkedIn

African American Development Officers Network
Current
Historically Black Colleges & Universities
Associate Producer, Metrofocus

Internal Promotion

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
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Broadbean/Career Builder

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Veteran Job Center
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Brown Girls Doc Mafia
Emma Bowen Foundation
HueYouKnow
Asian American Journalists Association
National Association of Black Journalists

Senior Market Research Analyst

Internal Promotion

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
**Senior Coordinator, Gift Processing**

- Glassdoor

**Community Organizations**
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- *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*

**Broadbean/Career Builder**
- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange
- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor

**Digital Operations Associate**

- New York Foundation for the Arts

**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*
Sr Coordinator Programming Services

Organization Referral: Talent Hub

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
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*New York Urban League
*The 100 Black Men of New York
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Broadbean/Career Builder
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New Jersey Department of Labor
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NJTV Website
Indeed.com
Emma Bowen Foundation
Historically Black Colleges & Universities
New York Foundation for the Arts
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**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*

**Broadbean/Career Builder**

Hispanic Job Exchange
LGBT Job Search
African American Job Exchange
Veteran Job Search
Asian Job Search
Disabled Person
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Job Seekers
Seniors to Work
US Diversity Job Search
Veteran Job Center
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
LinkedIn
National Association of Black Journalists
BrownGirlsDocMafia
Historically Black Colleges & Universities
HueYouKnow
National Association of Hispanic Journalists
Associate Director, Accounts Payable

Organization Referral

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
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Broadbean/Career Builder

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Veteran Job Center
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Emma Bowen Foundation
Procurement Associate

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

Broadbean/Career Builder
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Disabled Job Seekers
Seniors to Work
US Diversity Job Search
Veteran Job Center
New York Department of Labor
New Jersey Department of Labor

Senior Prospect Research Specialist

*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

Broadbean/Career Builder
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‡ New Jersey Public Broadcasting Authority (‡)

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Associate Producer, NJ Spotlight News

LinkedIn

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Internal Promotion

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**WNET Website**
**NJTV Website**
Indeed
Emma Bowen Foundation

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**Broadbean/Career Builder**
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News Media Specialist, NJ PBS

Employee Referral

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WNMT Website
NJTV Website
Indeed.com
Emma Bowen Foundation
LinkedIn
HueYouKnow
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<th>Contact Person</th>
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<tr>
<td>Art for Change</td>
<td>Eliana Godoy</td>
<td><a href="mailto:eliana@artforchange.org">eliana@artforchange.org</a></td>
<td>212.348.7044</td>
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<td>Asian American Federation of New York</td>
<td>Winnie Li</td>
<td><a href="mailto:Winnie.li@aafederation.org">Winnie.li@aafederation.org</a></td>
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<td>Susan Dooha</td>
<td><a href="mailto:sdooha@cidny.org">sdooha@cidny.org</a></td>
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<td>Helen Keller Services for the Blind</td>
<td>Jane Smith</td>
<td><a href="mailto:jsmith@helenkeller.org">jsmith@helenkeller.org</a></td>
<td>718.522.2122</td>
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<td>Tim Garrigan</td>
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<td>718 944 3734</td>
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<td>718 944-3734</td>
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<td>Executive Director, Courtney Bennett</td>
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<tr>
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<td>Plinio Ayala</td>
<td><a href="mailto:payala@perscholas.org">payala@perscholas.org</a></td>
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| Vocational & Educational Services for Individuals with Disabilities  
| 116 West 32nd 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 424 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

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<td><a href="mailto:aadevofficers@aol.com">aadevofficers@aol.com</a></td>
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<td>888 646 8166</td>
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<tr>
<td>5 Third Street, Ste 1108 San Francisco, CA 94103</td>
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<td>Gary Cowan Director of Diversity &amp; Compliance Service</td>
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<td>617-997-6477 (Direct)</td>
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<tr>
<td><a href="mailto:gary.cowan@broadbean.com">gary.cowan@broadbean.com</a></td>
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<td>Seniors to Work</td>
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<td>US Diversity Job Search</td>
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<td>Veteran Job Center</td>
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<tr>
<td>Broadcasting &amp; Cable</td>
<td>0</td>
</tr>
<tr>
<td>11 West 42nd Street, 11th Fl. New York, NY 10036</td>
<td></td>
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<tr>
<td><a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a></td>
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<tr>
<td>BrownGirlsDocMafia</td>
<td>0</td>
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<tr>
<td><a href="mailto:bgdm@browngirlsdocmafia.com">bgdm@browngirlsdocmafia.com</a></td>
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<td>Career Fairs</td>
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<td>NABJ/NAHJ Annual Conference &amp; Career Fair</td>
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<td>AAJA Annual Conference &amp; Career Fair</td>
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<td>New York City’s Diversity Career Day</td>
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<td>College/Career Fairs – Unnamed</td>
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Attachment B – Master Recruitment Sources
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<th>Address</th>
<th>Contact Person</th>
<th>Phone</th>
<th>Website</th>
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<tbody>
<tr>
<td>Columbia University Graduate School of Journalism</td>
<td>2960 Broadway, mail code 5727 New York, NY 10027</td>
<td>Julie Hartenstein, Dpty Dir, Career Services</td>
<td>212.854.9198</td>
<td><a href="mailto:jhh548@columbia.edu">jhh548@columbia.edu</a></td>
</tr>
<tr>
<td>Columbia University Center for Career Education, East Campus Building</td>
<td>2960 Broadway, mail code 5727 New York, NY 10027</td>
<td>Mark Jordan, Assist. Dir., Bus Dev Career Management Center</td>
<td>212.854.1926</td>
<td><a href="mailto:mrj2123@columbia.edu">mrj2123@columbia.edu</a></td>
</tr>
<tr>
<td>Corporation for Public Broadcasting</td>
<td>2401 9th St. NW Washington DC 20004</td>
<td></td>
<td>202-879-9600</td>
<td><a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a></td>
</tr>
<tr>
<td>Cynopsis Access Intelligence</td>
<td>4 Choke Cherry Road, 2nd Floor Rockville, MD 20850</td>
<td></td>
<td></td>
<td><a href="http://www.cynopsis.com">www.cynopsis.com</a></td>
</tr>
<tr>
<td>City University of New York (CUNY)</td>
<td>205 E. 42nd Street New York, NY 10017</td>
<td>Office of Recruitment &amp; Diversity at Human Resource Management</td>
<td></td>
<td><a href="mailto:jobs@cuny.edu">jobs@cuny.edu</a></td>
</tr>
<tr>
<td>CUNY Graduate School of Journalism</td>
<td>219 West 40th Street, Room 318A New York, NY 10018</td>
<td>Andrea Stone, Director of Career Services</td>
<td>646.758.7804</td>
<td><a href="http://www.journalism.cuny.edu/">www.journalism.cuny.edu/</a></td>
</tr>
<tr>
<td>CURRENT.ORG</td>
<td>6930 Carroll Avenue Suite 350 Takoma Park, MD 20912</td>
<td></td>
<td>301.270.7240</td>
<td><a href="http://www.current.org">www.current.org</a></td>
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<tr>
<td>Disabled Person</td>
<td></td>
<td></td>
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<td><a href="https://www.disabledperson.com/jobs">https://www.disabledperson.com/jobs</a></td>
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<tr>
<td>Entertainment Careers</td>
<td>914 S. Barrington Avenue. Los Angeles, CA 90049</td>
<td>Brad Hall</td>
<td>(310) 422.0200</td>
<td><a href="http://www.entertainmentcareers.net/employers/submit.asp">www.entertainmentcareers.net/employers/submit.asp</a></td>
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<tr>
<td>Employee Referral</td>
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<tr>
<td>Fab Female Fundraisers</td>
<td></td>
<td><a href="mailto:fabfemalefundraisers@gmail.com">fabfemalefundraisers@gmail.com</a></td>
<td>470-222-3292</td>
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</tr>
<tr>
<td>Fordham University</td>
<td>113 W. 60th Street New York, NY 10023</td>
<td></td>
<td></td>
<td><a href="mailto:Careers@fordham.edu">Careers@fordham.edu</a></td>
</tr>
<tr>
<td>Fordham University, School of Law</td>
<td>33 W. 60th Street New York, NY 10023</td>
<td></td>
<td>212.636.6810</td>
<td><a href="mailto:careers@law.fordham.edu">careers@law.fordham.edu</a></td>
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<td>Glass Door</td>
<td>Ellie Workman</td>
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<td>Glassdoor.com</td>
<td>415.944.6939</td>
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<tr>
<td>Goodwill New York &amp; New Jersey</td>
<td><a href="mailto:gWashington@goodwillny.org">gWashington@goodwillny.org</a></td>
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<tr>
<td>285 Livingston Street</td>
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<tr>
<td>Brooklyn, NY 11201</td>
<td></td>
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<tr>
<td>Historical Black Colleges &amp; Universities Career Center</td>
<td><a href="http://www.thehbcucareercenter.com">www.thehbcucareercenter.com</a></td>
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<td>(HBCU)</td>
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<td>HueYouKnow</td>
<td><a href="http://www.hueyouknow.com">www.hueyouknow.com</a></td>
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<td>Los Angeles, CA</td>
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<td>Idealist.com</td>
<td>PH: (212) 843.3973</td>
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<tr>
<td>Action Without Borders, Inc.</td>
<td>Fax: (212) 564.3377</td>
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<tr>
<td>360 West 31st Street, Suite 1510</td>
<td><a href="http://www.ideal.org">www.ideal.org</a></td>
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<td>New York, NY 10001</td>
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<td>Indeed.com</td>
<td><a href="http://www.indeed.com">www.indeed.com</a></td>
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<tr>
<td>470 West Avenue, Suite 2002</td>
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<tr>
<td>Institute of Internal Auditors</td>
<td>PH: 407.937.1111</td>
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<td>247 Maitland Avenue</td>
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<td>Job Opportunities for Disabled American Veterans (JOFDAV)</td>
<td><a href="https://www.jofdav.com/jobs">https://www.jofdav.com/jobs</a></td>
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<tr>
<td>Lincoln University</td>
<td>484-365-8000</td>
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<tr>
<td>1570 Baltimore Pike</td>
<td><a href="mailto:hr@lincoln.edu">hr@lincoln.edu</a></td>
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<tr>
<td>Lincoln University, PA 19352</td>
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<td>LinkedIn</td>
<td>P: 650-687-3600</td>
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<td>Mountain View, CA</td>
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<td>Group Owner: Regina Ingabire, Nonprofit Strategist</td>
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<td>MEOjobs</td>
<td><a href="http://www.mojalink.com">www.mojalink.com</a></td>
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<td>3044 Wilson Avenue</td>
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<tr>
<td>Wantagh, NY 11793</td>
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<tr>
<td>Media Bistro</td>
<td>P: (212) 929.2588</td>
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<tr>
<td>494 Broadway, 4th Floor</td>
<td>Nancy Hwang</td>
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<tr>
<td>New York, NY 10012</td>
<td><a href="mailto:nancy@mediabistro.com">nancy@mediabistro.com</a></td>
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<td>Media-Match.com</td>
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<td>8112 West 3rd</td>
<td><a href="http://www.mediamatch.com">www.mediamatch.com</a></td>
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<td>Los Angeles, CA 90048</td>
<td>323.284.5589</td>
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<td>Multicultural Marketing Resources Inc</td>
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<td>New York, NY</td>
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<tr>
<td>National Association of Black Journalists</td>
<td>Lisa Skriloff, MMR Inc, President</td>
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<tr>
<td>1100 Knight Hall, Suite 3100</td>
<td><a href="mailto:lisa@multicultural.com">lisa@multicultural.com</a></td>
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<tr>
<td>College Park, MD 20742</td>
<td>212-242-3351</td>
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<td>National Association of Broadcasters</td>
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<tr>
<td>1171 N Street NW</td>
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<td>202.429.5300</td>
<td><a href="http://www.nab.org">www.nab.org</a></td>
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<tr>
<td>Washington DC 20036</td>
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</table>
| **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. 37th Str., 8th 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  
Washington DC 20037 | 202.588.9888  
www.nlgia.org | 0 |
| **Networking/Referrals** | 0 |
| **New Jersey Department of Labor**  
1 John Fitch Plz  
Trenton, NJ 08611 | 609.984.9414  
workforce@dol.nj.gov | 1 |
| **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, 7th Floor  
Brooklyn, NY 11201 | PH: 212.366.6900  
www.nyfa.org | 18 |
| **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 – 7th 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, 3rd Floor  
New York, NY 10003 | PH: (212) 998.4730  
Career.services@nyu.edu | 0 |
| **New York Women in Film & TV (NYWIFT)**  
6 East 39th 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 |
| **PBS Connect**  
1320 Braddock Place  
Alexandria, VA 22314 | Cordelia Roseboro  
P: 703.739.5080  
croseboro@pbs.org | 0 |
| **Philanthropy News Digest (PND)**  
79 5th Avenue  
New York, NY 10003 | www.philanthropynewsdigest.com | 0 |
<table>
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<tr>
<th>Organization</th>
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<tbody>
<tr>
<td>Philanthropic Planning Group of Greater New York</td>
<td>15 West 72nd Street, Suite 31G</td>
<td><a href="mailto:info@ppggny.org">info@ppggny.org</a></td>
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<tr>
<td>Public Relations Society of America</td>
<td>120 Wall Street, 21st Fl, Ny, NY 10005</td>
<td><a href="http://www.jobs@prsa.org">www.jobs@prsa.org</a></td>
<td>0</td>
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<tr>
<td>Public Media Jobs</td>
<td>4400 Massachusetts NW, Washington DC 20016</td>
<td><a href="http://www.Publicmediajobs.org">www.Publicmediajobs.org</a></td>
<td>0</td>
</tr>
<tr>
<td>Radio, Television, Digital News Association</td>
<td>The National Press Building, 529 14th St., NW, Suite 1240, Washington, DC 20045</td>
<td><a href="http://www.rtdna.org">www.rtdna.org</a></td>
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<tr>
<td>Talent Hub</td>
<td>220 E. 42nd Street, New York, NY 10017</td>
<td>Pat Christopher, President 646.682.9292</td>
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<tr>
<td>Tech Jobs for Good</td>
<td>45 Lynn Street, Austin, TX</td>
<td>Contact - Noah</td>
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<tr>
<td>Theatre Communications Group</td>
<td>520 Eighth Avenue, 24th Floor, New York, NY 10018</td>
<td>212.609.5900</td>
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<tr>
<td>TVJobs.com</td>
<td>Broadcast Employment Services, PO Box 4116, Oceanside, CA 92052</td>
<td>800.374.0119</td>
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<tr>
<td>TV News Check</td>
<td>News Check Media LLC, 24 W. Lancaster Avenue, Ste 205, Ardmore, PA 19003</td>
<td>P: 484.412.8287</td>
<td>0</td>
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<tr>
<td>Twitter</td>
<td>1355 Market Street, Suite 900, San Francisco, CA 94103</td>
<td><a href="https://about.twitter.com/company">https://about.twitter.com/company</a></td>
<td>0</td>
</tr>
<tr>
<td>WNET – Website</td>
<td>825 Eighth Avenue, New York, NY 10019</td>
<td>P: (212) 560.1313</td>
<td>74</td>
</tr>
<tr>
<td>Women in Development</td>
<td>211 W. 56th Street, Suite 7J, New York, NY 10019</td>
<td>PH: (212) 265.76560, FAX: (212) 265.7525, <a href="http://www.widny@widny.org">www.widny@widny.org</a></td>
<td>0</td>
</tr>
</tbody>
</table>
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. **Public Media Jobs Career Fair**: Wednesday, March 31, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.
   
   b. **City of NY Diversity Career Fair**: May 14, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.
   
   c. **Columbia University’s Virtual Career Expo**: June 14, 2021 virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.
   
   d. **Employer Summit: Hispanic-Serving Institutions (HSI) Career Collaborative**: August 10, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.
   
   e. **The National Association of Black Journalists (NABJ) 2021 Convention**: August 18-21, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion and Community Engagement teams.
   
   f. **The Association of LGBTQ Journalists (NLGJA) 2021 Convention**: September 10, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.
   
   g. **Asian American Journalists Association**: August 24-28, 2021; virtually attended by a representative from WNET’s Diversity, Equity and Inclusion team.

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, summer and fall 2021 internships were suspended due to COVID-19, with the exception of the Law Department, which provided a remote internship experience for law school students during summer, 2021, to meet pro bono hours requirement at a non-profit.
b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offers BIPOC Fellowships. The 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.

UNET’s Human Resources Representative participated in Per Scholas Cycle 5 Mock Interview session on May 18th, 2021. Interviews were conducted with 9 Learners after which the Human Resources Representative assessed their 60 second pitch and responses to interview questions. Written assessments were provided to Per Scholas Team Leaders to assist Learners in interview skills and presentation development.

3. Participation in the following diversity programs, webinars, programming and association conferences and events:

a. Lights! Camera! Access! 2.0; September, 28, 2021; This event was created to address underrepresentation of people with disabilities in media and raise disability awareness on how best to increase employment. A representative from the ALL ARTS production team participated in an Accessibility Panel for Global Accessibility Awareness Day (GAAD) and LCA panel.
b. Employer Summit: Hispanic-Serving Institutions (HSI) Career Collaborative; August 10, 2021; This event explored the topics of effective student outreach and engagement, enhancing the student learning experience and effective DE&I recruitment at HSIs. A member of WNET’s Diversity, Equity and Inclusion team participated in the workshop.

c. The Role of Journalism in Black & AAPI Solidarity, presented by the Asian American Journalists Association (AAJA) and the National Association of Black Journalists (NABJ) on June 9, 2021. A member of WNET’s Diversity, Equity and Inclusion team participated.

d. Outsolve’s Best Practices in Outreach Effectiveness and Dispositioning; May 12th, 2021; a virtual conference on performing compliant and meaningful outreach efforts. Attended virtually by a representative of WNET’s Human Resources team.

e. The Conference on Diverse Philanthropy and Leadership, co-presented by the African American Development Officers Network (AADO) and the Council for Advancement and Support of Education (CASE); April 7th and 8th, 2021. This conference focused on growing philanthropic markets while exploring minority wealth, philanthropic behaviors and diverse engagement strategies. Attended by WNET’s Major Gifts Officer and Director, Institutional Giving.

f. Diverse by Design, The 140K: Women and the Pandemic; March 30, 2021. A virtual conference exploring the unique challenges the COVID-19 pandemic has presented for women and the solutions companies are employing to address them. Attended by a member of WNET’s Human Resources team.

g. LinkedIn Social Impact Event, Breaking Down Barriers; February 5th, 2021. Attended virtually by members of WNET’s Diversity, Equity and Inclusion and Human Resources teams on February 5, 2021.

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 three courses with DEI content: *Workplace Diversity; Preventing Discrimination and Harassment; and Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses added as appropriate.
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- Code of Conduct training and Preventing Discrimination and Harassment are required annually.

- All employees are required to complete Preventing Discrimination and Harassment training online/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, bullying and conflict management.

- Jennifer Brown Consulting (JBC), a diversity consulting firm, conducted diversity workshops titled, “Embracing Inclusion: Beating Racial Bias in Our Work + the Workplace” for WNETHospital’s IDEA Council on March 29th, 2021 and for WNETHospital’s senior managers on April 8th, 2021. In addition, the diversity workshop (Embracing Inclusion: Beating Racial Bias in Our Work + the Workplace) was delivered to all WNETHospital managers in the months of July, August and November, 2021.

5. Other Initiatives

- From May 3rd to May 11, 2021, WNETHospital aired nine, 15 second public service announcements promoting the Diversity Employment Day virtual career fair to be held on May 14, 2021. In addition, WNETHospital included an online banner that rotated on the website during the on-air period.

- From May, 2021 through December, 2021, WNETHospital’s IDEA Council hosted six groundbreaking workshops for Black, AAPI, Latino and White Ally employees designed to introduce the concept of racial trauma (historical context and current day issues) and address the psychological impact of racial trauma on BIPOC. The workshops included guided group exercises to uncover participants’ thoughts, feelings, and beliefs around their experiences with, and reactions to, racial trauma, both in and out of the workplace. Participants also learned about tools/techniques to cope and heal.
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• In January 2021, WNET’s newly formed IDEA Council began semimonthly meetings. The IDEA Council, an employee advisory group whose members were chosen by a diverse panel of staff, works with WNET’s Chief Diversity, Equity and Inclusion Officer and Senior Director, Diversity, Equity and Inclusion, to move the organization forward in enhancing DEI initiatives.

6. 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.