

# KPFK 2021 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation, Inc.

Station(s):	KPFK
Community(ies) of License:	Los Angeles
Reporting Period:	July 22 <sup>nd</sup> 2020–July 21 <sup>st</sup> 2021
No. of Full-time Employees:	More than 10
Small Market Exemption:	

During the reporting period, no positions were filled.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

## INITIATIVES

**Note: Due to the peak of the COVID-19 pandemic occurring at the start of and continuing through the end of KPFK’s annual EEO reporting period, most of the planned initiatives for year 2020 and 2021 including internships, mentoring for station personnel and in-person community outreach had to be cancelled, due to California’s home-sheltering policies and public gathering closures.**

**KPFK will continue its mission of broad outreach through community school internships, training and mentoring programs for the next generation of broadcast producers, engineers, and journalists and events designed to inform the public about the many exciting and varied opportunities in radio, as soon as the pandemic subsides and people can, once again, safely meet in person.**

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

During the reporting period Pacifica national and KPFK local station engineering staff initiated a programmer training program to train KPFK programmers one-on-one on best practices and skills for producing their shows from remote locations (home or elsewhere) and how to feed their programming to KPFK, via various Internet-based services. These trainings and the technical skills acquired will be useful to programmers in any remote online content production position, and may qualify them for higher positions.

In August and September 2020, KPFK's music director provided one-to-one in-person training to a former intern on live broadcast operations, at the station and advanced production techniques at the trainee's home. That individual has since been paid as a part-time worker by the station, as an assistant for the music department.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

In July of 2021, all paid staff and management at KPFK were required to participate in web-based sexual-harassment, diversity and sensitivity training/testing modules, California Preventing Workplace Harassment for Employees or California Preventing Workplace Harassment for Managers hosted by [Syntrio.com](https://www.syntrio.com).

Sexual harassment, other forms of workplace harassment, and abusive conduct continue to remain real workplace problems. Media stories and studies clarify the high toll that this misconduct takes on targeted employees, coworkers and the overall work environment. A workplace that allows--and even encourages--such conduct cannot promote respect for all employees to obtain their best performance. California has enacted laws that require employers with 5 or more employees to train their entire workforce on harassment prevention and response. Because managers act on behalf of their employer, they have a special duty to promote a workplace free of sexual harassment, seek to prevent such improper conduct and effectively respond to instances and complaints.

During the reporting period, KPFK management reviewed the station's EEO policy guidelines and received training and instruction by NETA's HR professionals as to best practices for documenting Pacifica's equal opportunity and anti-discrimination policies, and procedures for investigating, reporting, and handling infractions.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

During the reporting period, KPFK actively engaged the community through use of the station website, and social media accounts for its 40,000 Facebook followers, 10,200 Instagram followers and 10,000 Twitter subscribers.