

KPFK 2024 ANNUAL EEO PUBLIC FILE REPORT

Pacifica Foundation, Inc.

Station(s):	KPFK
Community(ies) of License:	Los Angeles, CA
Reporting Period:	July 22 nd 2023–July 21 st 2024
No. of Full-time Employees:	Between 5 and 10
Small Market Exemption:	No

During the reporting period, no full-time positions were filled.

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

INITIATIVES

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

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

In early June of 2024 Management discussed an on-going relationship with the Internship Coordinator of Conservatory of Recording Arts and Sciences, in Tempe Arizona, to provide work study for future interns at KPFK.

An intern from the Conservatory of Recording Arts and Sciences, commenced working at the station on June 10th 2024 and will stay at KPFK through September of 2024. This student has worked with the operations' staff and learned how to operate the air console, assembled, and, edited audio and video content for the station's social media platforms. The intern has helped with the studio move to a new location and worked with the operations and IT department to help configure the station's new air and production studios. They have also been working closely with KPFK's Music Director, assisted with recording and editing content for that department and acted as a Production Assistant for the station's music programmers.

KPFK Management has an ongoing relationship with the faculty at California State LA Media Studies department, which has led to their journalism students producing KPFK’s “Cal State LA Community News Hour” which aired fifteen times during the reporting period. This broadcast provides the students with real-world on-air experience in all aspects (editorial consultation, interviewing, story writing, and audio production) required for producing a radio news program. In addition, the students have produced testimonials concerning their experiences working for KPFK which are aired as promotion for the station. Fourteen journalism students participated in fifteen newscasts for KPFK from August 1st 2023 to July 7th 2024. during both of the two semesters within the reporting period.

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

All management, paid staff and interns at KPFK were required to complete a web-based sexual-harassment, diversity and sensitivity training/testing module, **Sexual Harassment Prevention Training**, in July of 2024, provided by the state of California’s Civil Rights Department <https://civildrights.ca.gov/shpt/>. Management took the supervisory training. Staff and interns took the non-supervisory training. Pacifica Foundation Inc, KPFK’s licensee is incorporated in the state of California.

During the reporting period, KPFK’s management has continued to meet with Pacifica’s HR specialist, consulting with them on personnel matters as well as, matters of local and federal compliance. During those discussions they reviewed matters to foster “best practices” as regards EEO compliance and workplace stability. Review processes remain in place, are ongoing, and are being further developed.