

# KPFK 2024-2025 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation, Inc.

Station(s):	KPFK
Community(ies) of License:	Los Angeles, CA
Reporting Period:	July 22 <sup>nd</sup> 2024–July 21 <sup>st</sup> 2025
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.*

KPFK Management met with the staff and students during a visit on March 19<sup>th</sup> 2025 to the Los Angeles Valley College's radio studio (KVCN Monarch Radio) in Valley Glen California, to meet with that station's staff and programmers for potential internships at KPFK.

A Radio and Television program master's student from LA Valley College started interning at KPFK in the third week of March of 2025 and continues their internship, interacting with management and programmers to produce content for the station. Their work includes, writing scripts, recording and editing the weekly Los Angeles sports updates for KPFK's "The Pocho Hour of Power".

An intern from the Conservatory of Recording Arts and Sciences, who commenced working at the station during the last reporting period on June 10, 2024 and has continued working for KPFK until the middle of November 2024. This student had 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 also 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. During the reporting period, they continued to work 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.

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

A KPFK veteran Spanish language programmer with four decades of experience at the station has created a three-month series of three-hour in-person training workshops, occurring every Saturday, at KPFK's studio in Glendale, CA which are designed to improve KPFK's current Spanish Speaking Programs. Since its inception on June 14<sup>th</sup> 2025, six new and current volunteer programmers have participated in these weekly trainings, sometimes attending in person at KPFK studios and sometimes virtually by Zoom.

These training sessions were crafted to encourage apprentices and existing programmers to create new innovative shows at KPFK, with the goal of improving programming and their fundraising skills. These sessions incorporate hands-on training, including an introduction to digital editing, voice coaching, production and radio journalism.

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

In June and July of 2025, all KPFK management, full-time and part-time staff completed a web-based sexual harassment, diversity and sensitivity training/testing module, Sexual Harassment Prevention Training, provided by the state of California's Civil Rights Department <https://calcivilrights.ca.gov/shpt/>. Management took the supervisory training. Staff took the non-supervisory training.

During the reporting period, KPFK's GM consulted with Pacifica's in-house HR manager several times on matters of local and federal employment 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. 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.