

WFYI and WFYI-FM
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Major & Planned Gifts Officer	3,2,7,5,17,4,35,36,28,15,6	3
Associate, Annual Giving	2,15,4,17,3,5,6,35,36,28,7	2
Enterprise Health Reporter (2)	17,11,4,7,8,6,18	4 & 18
Data Journalist	22,4,5,9,2,3,6,33,28,15,7	5
Manager, Community Engagement	3,2,17,4,5,28,15,7	3
Community Engagement Specialist – Education	2,3,5,15,7,4,28	3
IPB Statewide Health Reporter	9,7,17,3	7
Music, Arts, and Culture Host/Producer	18,2,3,4,5,15	18
Specialist, Creative Services	3,4,14,2,17,2,5,15,6	2
Specialist, Engagement Marketing	3,17,14,2,5,4,15,6	5
Associate, Donor Services	4,3,17,2,5,6,35,36,28,7	3
Journalist/News caster	2,13,3,11,9,4,5,28,15,7,3,4,8	11
Producer/Editor	18,3,24,5,4,17,2,4	17
Managing Editor, Digital	17,7,18,1,37,8,6,2,3,4,5,28,15,34,9, 27	18
Project Manager, America Amplified	3,4,7,2,5,28,15,27	4
HR Generalist – Comp & Payroll (2)	2,3,5,25,4	3 & 2
Engagement Trainer, America Amplified	18,2,4,3,5,15,7,27	18
Community Engagement Specialist – Health	4,3,2,17	4
Sr. Staff Accountant	2,3,12 ,4,5,7	2
Statehouse Reporter, Education	17,12,3,2,7,4,9	17
Chief Technology Officer (recruited by third party HR firm)	19	19
Broadcast Technician (recruited by third party HR firm)	19	19
Managing Editor, Digital	17,4,3,2,18	17

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Craig Newmark Graduate School of Journalism - CUNY	No	0
2	WFYI Website (www.wfyi.org/careers)	No	16
3	Indeed.com	No	45
4	LinkedIn (www.linkedin.com)	No	32
5	Google/ Google Jobs	No	9
6	Public Media Jobs/ Current , 4400 Massachusetts Ave., NW, Washington, DC, 20006	No	1
7	CPB Jobline Website (www.cpb.org/jobline)	No	6
8	Investigative Reporters and Editors (IRE) , 221 S 8 th St., Columbia, MO 65201 (573-882-2042)	No	1
9	JournalismJobs.com (510-208-7386)	No	3
10	Zip Recruiter (https://ziprecruiter.com), 604 Arizona Ave., Santa Monica, CA	No	1
11	Twitter (now X) (twitter.com), 1355 Market St #900 San Francisco, CA 94103	No	2
12	Monster (monster.com), 133 Boston Post Rd., Building 15, Weston, MA	No	2
13	University of Indianapolis (uindy.edu), 1400 E Hanna Ave., Indianapolis, IN 46227 (317-788-3368)	No	2
14	Purdue University (purdue.edu), 1100 3 rd St., West Lafayette, IN 47907 (765-494-4600)	No	8
15	WFYI Employee Social Media pages/ postings	No	1
16	Handshake (most major colleges/ universities housed here) (joinhandshake.com)	No	0
17	WFYI Employee/ Board of Directors Referral	No	46
18	WFYI Internal Candidate	No	10
19	InvigorateHR (www.invigoratehr.com , 2434 N Delaware St., Indianapolis, IN 46205 (317-669-7691) <i>(This HR company reaches out to numerous sources and contacts about job openings).</i>	No	8
20	Ball State University Career Fair (www.bsu.edu), 2000 W University Ave., Muncie, IN 47306 (765-289-1241)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Luddy Career Center (IU) (www.luddy.indiana.edu), 700 N Woodlawn Ave., Bloomington, IN 47406 (812-856-5754)	No	0
22	Slack News Nerdy (newsnerdery.org)	No	1
23	IUPUI (https://iupui.edu), 420 University Blvd., Indianapolis, IN 46202, (317-274-5555)	No	0
24	Glassdoor (www.glassdoor.com)	No	2
25	Facebook (facebook.com)	No	2
26	Charitable Advisors (charitableadvisors.com)	No	0
27	Indiana Broadcasters Association Career Fair (indianabroadcasters.org/careers) (317-701-0084)	No	0
28	Greater Public (greaterpublic.org) PO Box 303279 Austin, TX 78703 (800-454-2314)	No	0
29	National Association of Black Journalists (NABJ) (nabj.org) 1100Knight Hall, Ste 3100 College Park, MD 20742 (301-405-0248)	No	0
30	National Association of Hispanic Journalists (NAHJ) (nahj.org) 1050 Connecticut Ave., NW, Floor 5, Washington, DC 20036	No	0
31	Native American Journalist Association (NAJA) (najanewsroom.org) 395 W Lindsey St., Norman, OK 73019 (405-325-9008)	No	0
32	Asian American Journalists Association (AAJA) (aajacareers.org) (202-729-8383)	No	0
33	Education Writers Association (EW) (ewa.org) 1825 K Street NW, Suite 200, Washington, DC 20006 202-452-9830	No	0
34	Journalism Next (www.journalismnext.org) (703-629-0178)	No	0
35	National Council of Nonprofits (councilofnonprofits.org) 1001 G St., NW, Ste. 700, Washington, DC 20001 (202-962-0322)	No	0
36	National Nonprofits (nationalnonprofits.org) 712 H Street NE Suite 1220, Washington, DC 20002	No	0
37	Online News Association (ONA) (journalists.org) 1111 North Capitol Street NE, Second Floor, Washington, DC 20002	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			198

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Diversity, Equity, and Inclusivity Training	<p>Maintain bias free interviewing to create a more diverse representation of candidates in the recruiting process. We continue to post positions on diverse job-related job boards across all jobs.</p> <p>All staff completed Team Connections Training (September 12 – September 26, 2023), facilitated by our IDE vendor. IDE Champion LAB Training, for Executives, Human Resources, and leaders of the employee resource groups took place in September (14th – 26th, 2023)</p> <p>Additionally, all new hire staff and board members attending Inclusive Workplace Workshop (April 9, 2023) as the rest of staff and Board had completed in the previous year.</p>
2	Diversity, Equity, and Inclusivity Session	<p>On February 22, 2024, all employees and Board members participated in a session with a member of the Miami Tribe of Oklahoma, Logan York, who spoke about creating opportunities to inform and educate about indigenous peoples.</p>
3	Management-level training about how to conduct candidate interviews	<p>On January 4, 2024, interview process training was delivered to all hiring managers by the Director, Human Resources and the Human Resource Generalist, as interview training is required for all hiring managers before given interviews to complete.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	EEO Training	All Managers of people completed a six-month program for Leadership Essentials (April 12, 2023, May 10, 2023, June 7, 2023, August 23, 2023, September 13, 2023) on topics including Interviewing and Onboarding, Delivering Performance Feedback, Engaging Your Team, Your Management Style, and Inspiring a Results Driven Environments with emphasis on holding all employee accountable equally and without bias.
5	Internship Program (3)	<p>Offered multiple internship opportunities through the year to college enrolled participants. Director and Manager level staff served as sponsors on interns while they engaged in learning through experience for their credit-based program. Interns are provided training not only in their subject area but also in other departments of the organization to get a more holistic view of how the organization works. Each “cohort” of students are able to meet the needs of their program at school. We continue to have interns throughout the year.</p> <p>May 2023 – August 2023: 3 intern positions filled (Ball State University and Purdue University)</p> <p>September 2023 – December 2023: 3 intern positions filled (Purdue and IUPUI)</p> <p>January 2024 – April 2024: 2 intern positions filled (IUPUI and Butler University)</p>
6	Participate in Career Fair	On September 20, 2023, and February 21, 2024 our Human Resources Generalist, Recruiting and the Human Resources Coordinator participated in the Ball State University Career Fair which took place on its campus in Muncie, Indiana. Our Human Resources team members were available to speak with interested students about careers in broadcasting as well as internships and job openings within our SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in Career Fair	Butler University Career Fair participation on February 20, 2024 by our Human Resources Generalist where we spoke to interested students about careers in multiple fields of broadcasting, finance, human resources, marketing, internships, and development.
8	Participate in Career Fair	Marion University Career Fair participation on October 25, 2023 by our Human Resources Coordinator where we spoke to interested students about careers in broadcasting as well as internships and job openings.
9	Participate in Career Fair	Purdue University Career Fair Participation on November 14, 2023 by our Human Resources Generalist and Human Resources Coordinator where we spoke to students about internships, and opportunities in broadcasting.
10	Participate in Career Fair	Indiana Broadcasters Association (IBA) Career Fair participation on October 2, 2023 by our Human Resources Generalist where we spoke to students about careers in broadcasting.
11	Participate in Career Fair	University of Indianapolis (UIndy) Career Fair Participation on April 13, 2023 by our Human Resources Specialist and the Director, News where we spoke to students about internships, broadcasting career opportunities, finance, and development.