

EEO Public Inspection Narrative Report
WETA-TV & FM (WETA), Washington, D.C., including
NewsHour Productions LLC (NHP)
June 1, 2023, to May 31, 2024

A. Attendance at Career, Job and Internship Fairs

To promote job openings, drive awareness, and connect with potential candidates for current and future career opportunities, WETA and/or NHP representatives attend different Career and Internship Fairs throughout the year. WETA/NHP attended the following fairs during the reporting period:

- Think.Public.Media 2023 – National Association of Black Journalists August 2nd-4th, 2023. Attended by one NHP representative.
- Think.Public.Media 2023 – Asian American Journalists Association. July 19-July 21st, 2023. Attended by one NHP representative.
- Columbia University Journalism School Virtual Career Expo. March 23rd, 2024. Attended by one NHP representative and one Recruiter.
- Public Media Virtual Career Fair. March 19, 2024. Attended by one NHP representative and one Recruiter.

B. Diversity in Recruitment

Diversity continues to be an area of focus for WETA. As in past years, WETA posts open positions to a variety of job boards. WETA has maintained our partnership with Circa, a job board aggregator. Circa posts WETA's job openings to a broad range of job boards that reach diverse audiences, including colleges and universities, affinity groups, and community-based organizations. Additional information on where Circa posts WETA's job openings can be found in the Recruitment Sources spreadsheet included in this EEO Report. WETA also continues to post open positions to additional media sites such as PublicMedia Jobs, CPB Online, Idealist, Journalismjobs, Media Bistro, National Association of Black Journalist Career Center, and Asian American Journalist Association Career Center.

C. Diversity, Equity, and Inclusion:

As a leading community-based public media and not-for-profit organization, WETA values diversity and all that it brings to our company, culture, and community. We strive to ensure that our commitment to diversity, equity, and inclusion is represented in everything we do, from how we develop content, to how we develop people – and everything in between. We aspire to be a place where everyone can thrive, without regard to race, age, gender, ability, sexual orientation, or any other dimension of diversity, and a public broadcaster of choice within the diverse communities we serve.

We realize the need to be intentional in our efforts to remove barriers, especially those that have historically prevented underrepresented groups from having equitable access to opportunities

within our industry. With that in mind, we take an inclusive, equitable approach to everything we do.

Led by our Chief Diversity, Equity, and Inclusion Officer, our comprehensive DEI strategy provides a multi-year framework for how we approach the work. Our goal is to drive year-over-year progress across three strategic pillars: Company, Culture, and Community. Each strategic pillar includes specific focus areas that will guide our efforts in building a more diverse workforce, as well as a more inclusive, equitable workplace. The programs and initiatives that support our DEI strategy are heavily focused on developing, engaging, and connecting employees across all dimensions of diversity, as well as educating, training, and raising DEI awareness at all levels across our organization.

Some of our notable progress during this reporting period includes:

- DEI Leadership Council went through its first facilitated DEI competency building session in January of 2024 and will continue to ensure that DEI is integrated into key business and performance objectives.
- The first phase of WETA's pay equity study was completed in September 2023. The study ensured employees' salaries within departments across WETA were fair and equitable. We expect that phase two, which is the development of a compensation program, will launch in Summer of 2024; this phase will include a further equity analysis of job bands, titles, and pay ranges across the company.
- A DEI Board Liaison role was created and has begun working closely with WETA's Chief DEI Officer, to continue advancing WETA's DEI strategy and further engage WETA's board in the DEI space. The first report of the Board DEI Liaison to the full Board was conducted in March 2024.
- DEI focus groups were conducted across WETA business units to gather feedback from leaders and front-line staff.
- Based on feedback from various DEI focus groups that were conducted across WETA, a taskforce was formed to focus on establishing more inclusive, engaging, and effective internal communication channels at WETA.
- WETA's DEI Advisory Committee continues to focus on culture and engagement at WETA. The group hosted various events and established new partnerships with local community organizations.
- A DEI training strategy is being developed and will be part of the broader strategy to build awareness and competency companywide; execution is planned for mid-year 2024.

D. Community Outreach for Employment and Volunteer Opportunities

For this reporting period, a total of 56 individuals have donated 261.5 hours of volunteer time to WETA. Activities have included doing background and subject matter research for producers in National Productions, office work for LD OnLine, staffing tables at WETA events for the general public for the WETA Learning Media and Communications Departments, as well as acting as stand-ins for PBS NewsHour studio rehearsals. In addition, many WETA employees have volunteered their time to work on WETA-sponsored events and other activities.

E. Internship, Fellowship, Apprenticeship and Journalism Lab Programs

Internship Programs

WETA's Internship Program is designed to provide college students and recent graduates with practical work experience and educational opportunities in the field of public broadcasting. Throughout the program, interns navigate challenges, seize opportunities, and build relationships that lay the foundation for their future careers, ultimately emerging as empowered and well-equipped professionals ready to make their mark in the corporate world.

Our program also offers Lunch and Learn, Professional Development Sessions with our leaders, and networking events with other industry colleagues. WETA organizes several opportunities for interns to meet with department representatives to learn more about job opportunities in public broadcasting, personal career journeys, and roles at WETA. Where possible, WETA also arranges for interns to learn more about public television through virtual discussions with staff at the Public Broadcasting Service (PBS), including from PBS departments such as learning media, digital media, and general audience programming.

Throughout the reporting period, WETA hosted 29 interns from 16 different schools:

- o American University
- o Arizona State University
- o Columbia Journalism School
- o Columbia University
- o Cornell University
- o George Mason University
- o Georgetown University
- o Howard University
- o Montgomery College
- o Smith College
- o The Catholic University of America
- o The College of William and Mary
- o The George Washington University
- o University of Georgia
- o University of Maryland
- o University of Virginia

Fellowship Programs

The Gwen Ifill Washington Week and PBS NewsHour Weekend Fellowship

The Gwen Ifill fellowship is in memory of the late Gwen Ifill, host and moderator of *Washington Week*. The fellowship, a five to six month paid position for recent graduates, provides hands-on, real-world experience working on *Washington Week with the Atlantic* (the longest running news analysis program on PBS) and *PBS NewsHour Weekend*. The fellow works collaboratively with the Moderator and producers to research national and international news stories, gather video elements, monitor and log live news events, generate story ideas, copy edit, and produce broadcast and web content. Since June 2023, one recent graduate from Emerson College's master's program in Journalism has worked with the Washington Week with the Atlantic and PBS NewsHour Weekend teams. Through this fellowship, the fellow learned firsthand what it takes to put on two national broadcasts, worked with the teams in the control room every Friday, Saturday and Sunday and shadowed producers and production assistants to learn the intricacies of producing news stories that meet the standards of PBS NewsHour.

The Gwen Ifill/PBS NewsHour Journalism Fellowship

The Washington Press Club Foundation renewed funding in 2024 for the eighth annual Gwen Ifill/PBS NewsHour Journalism Fellowship. This is a paid, ten-week fellowship for a college or graduate student interested in journalism who receives need-based financial assistance from his/her educational institution. The 2023 recipient was a student from Howard University and was selected from a pool of 24. The recipient held the position from June 2023 to August 2023.

Jim Lehrer Fellowship

In April 2020 WETA created a journalism fellowship in memory of Jim Lehrer, the Co-Founder and Anchor of *NewsHour* for 36 years. The Jim Lehrer Fellowship is awarded to a recent college graduate who is an aspiring journalist, and who will enhance the cultural or economic diversity of the NewsHour staff. This is a paid, one-year fellowship, which provides participants with a mentor from the *PBS NewsHour* team, and invaluable hands-on experience. The 2023 recipient, who began the position in June 2023, was a student from Emory University's master's program in Public Health and was selected from a pool of 25 applicants.

Apprenticeship Programs

News Assistant Program

The News Assistant program is a paid, entry-level program designed for recent college graduates and aimed at providing practical experience in both broadcast and digital news at *PBS NewsHour*. News Assistants research stories, pitch ideas, assist producers on field shoots, log videos feeds, and complete general duties associated with the news desk. Four people have participated in the program since June 1, 2023.

Journalism Lab Program

Student Reporting Labs, the award-winning journalism training program from PBS NewsHour, connects young people with real world experiences and educators with resources and community. Through mentorship, virtual and in-person training events, paid work opportunities, educational resources, teacher support, civic media projects, publication pathways and more, SRL is building the next generation of journalists and media-makers as they craft stories that reflect and resonate with their unique communities. SRL serves a growing community of educators across the nation and the globe, reaching 6,300+ registered users and 50,000+ unregistered site visitors every year on our learning platform, StoryMaker.

Users hail from all 50 states and US territories and 96 foreign countries, and represent tens of thousands of middle and high school students. SRL also works directly with 150+ students from across the country each year to provide life-changing training and professional opportunities that help students develop a wide range of skills, shine a light on their communities, find agency through storytelling and grow into confident and capable adults. In addition to students' work within the SRL program, SRL sees students through to internships and careers in journalism, including 25 Gwen Ifill Legacy Fellows placing high school journalists of color at local media organizations. SRL alumni have gone on to work in public media, including roles at Arizona Public Media, KMOT-TV, WKU-PBS, Wisconsin PBS, and WETA's own NewsHour Productions.

E. Employee Training Programs

Tuition Reimbursement

WETA offers all regular, full-time and part-time employees who have successfully completed their introductory period, tuition reimbursement for courses in pursuit of a degree program with an accredited university. The degree program must be in direct alignment with the work that the employee is responsible for at WETA or work that the employee aspires to pursue in their career at WETA. During this reporting period, one employee has taken advantage of this program.

Wellness Program

WETA offers staff the Wellness Coach app as part of our overall wellness program. Wellness Coach is a holistic wellness platform featuring a diverse team of subject matter experts to support employees' overall well-being. Staff have access to team coaching, wellness challenges, and on demand sessions. In addition, Wellness Coach offers free audiobooks that range in topics from self-awareness to collaboration to productivity. During this reporting period, WETA has conducted the following monthly team training sessions:

- Embracing Diversity – Nurturing Inclusivity in the Workplace
- Be Your Own Health Advocate
- Work – Life Balance
- Connecting with Others Around the Holidays
- Gratitude
- Creating a Habit of Wellness

Career Development Training

WETA is committed to learning, training and professional development for all employees and continues to offer LinkedIn Learning, the leading online learning platform that recommends expert-led courses to help employees develop and grow their skill set. LinkedIn Learning offers courses to enhance technology and coding skills, leadership and management style, marketing and finance knowledge, among other topics.

WETA continues to offer the Employee Assistance Program (EAP) to support employee work-life balance. Participation in the program is confidential and designed to offer professional help to employees and members of their immediate families living in the same household. In addition to individual support sessions, the EAP offers confidential counseling, financial resources, legal information programs, and considerable professional training through on-demand trainings, such as:

- Managing Emotions in the Workplace
- Managing Staff through Change and Stress
- The Confident You
- Time Management Tools and Principles

As is our regular practice, WETA required all staff to participate in digital security awareness training. This annual training program covers a review of social engineering, phishing, ransomware, and other topics related to digital security. During this reporting period, WETA staff also participated in training specific to their job function. For example, three WETA Broadcast Engineering employees attended the safety course, “Society of Broadcast Engineers.” This three-hour online course covers a review of compliance with FCC, OSHA, state, and local regulations, workplace hazards, transmitter sites, and RF hazard protection equipment. Other job-specific trainings have covered subjects such as grant writing, data science, programming languages, Microsoft Excel, music programming software, a variety of television production applications, new radio broadcast automation systems, new versions of iNews software.

WETA staff members have also participated in industry-wide meetings during this reporting period. These meetings included the PBS Annual Meeting and PBS TechCon, the Public Media Development Marketing Conference, The Public Radio Engineering Conference, Association of Public Radio Engineers Conference, ABA (Alabama Broadcaster’s Association) Conference, Nautel User Group Conference, NAB (National Association of Broadcaster’s), and Public Media Venture Group’s Google Summit.

People Managers

WETA introduced training targeting our people managers to equip participants with essential leadership competencies that would allow managers to manage their staff in hybrid working environments, leadership development and soft skills training via our LinkedIn learning platform. The training curriculum covers a wide range of crucial topics essential for effective leadership:

- Communication Skills
- Leadership Development
- Emotional Intelligence
- Time Management and Prioritization
- Stress Management
- Problem Solving and Decision Making
- Team Building and Collaboration
- Managing in a Hybrid Work Environment

Through this comprehensive training approach, participants develop the skills and competencies necessary to excel in leadership roles and contribute to the success of WETA's organizational objectives.

Mentorship Program

WETA's first formal mentorship program launched in January of 2024, with over 30 employees participating in mentor/mentee relationships. The 10-month program, which kicked off in mid-January, will run through November 29th. Participants meet a minimum of once-a-month and receive monthly learning modules to help guide their participation. WETA has over 50% diverse representation in the mentorship program, including women and people of color.

WETA is a proud partner of McKinsey and Company, a global management consulting firm and trusted advisor to some of the world's more influential businesses and institutions. As part of their McKinsey Academy, WETA has enrolled over 20 employees (to date) across three specific programs: the Leadership Essentials program for early careerists and individual contributors, the Management Accelerator program for early to mid-career managers, and the Executive Leadership Program for senior leaders 1-2 level below the C-Suite. WETA has 100% diverse representation in the McKinsey Academy, including women and people of color.

F. Staff Training and Activity on Diversity in the Workplace and Preventing Harassment

Every WETA and NHP staff member must, at the time of hiring, complete online training programs covering the prevention of discrimination and harassment in the workplace, and workplace diversity. These trainings help staff identify and recognize behavior that may be discriminatory or harassing and empowers staff to report behaviors that may constitute discrimination or harassment. Additionally, the training offers managers the knowledge and skills required to ensure equal employment opportunities and to manage staff legally and fairly. WETA staff are required to repeat the workplace harassment training annually.

<u>Postion Title</u>	<u>Date Opened</u>	<u>Date Filled</u>	<u>Recruitment Sources</u>	<u>Interviewed</u>	<u>Hired</u>
SVP, Human Resources	1/26/2023	6/1/2023	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			Stanton Chase	7	1
			WETA.org		
Sr. Financial Analyst	2/15/2023	6/5/2023	Circa		
			Indeed		
			Internal Applicant	1	
			LinkedIn	1	
			WETA.org	11	1
Vice President, TV Programming & Operations	3/10/2023	6/5/2023	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org	7	1
Jim Lehrer Fellow, PBS Newshour	3/14/2023	6/5/2023	AAJA		
			Circa		
			CPB	1	
			Indeed	1	
			Internal Applicant		
			Journalism Job		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	1	1
			WETA.org		
News Assistant (2)	3/2/2023	6/20/2023, 7/24/2023	AAJA		
			Circa		
			CPB		
			Handshake	1	
			Indeed		
			Internal Applicant		
			Journalism Job	4	
			LinkedIn	1	1
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	3	
			WETA.org	7	1
			Zip Recruiter	1	
Senior Engineer, Infrastructure and Security Management Opera	4/14/2023	6/26/2023	Circa	3	
			CPB		
			Indeed	1	1
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org		
Producer, PBS Newshour-America at a Crossroads	3/21/2023	7/10/2023	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job		
			LinkedIn	3	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	9	1
			WETA.org	3	
Associate, Grants and Data Projects, Student Reporting Labs	6/13/2023	7/31/2023	AAJA		
			Circa		
			CPB		
			Indeed	1	
			Internal Applicant		
			Journalism Job	1	
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		

			Internal Applicant		
			PBS Newshour.org		
			WETA.org	5	1
Director of Operations, National Corporate Marketing	7/7/2023	8/28/2023	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org	3	1
Broadcast Engineer	4/20/2023	9/18/2023	Circa		
			CPB		
			Indeed	1	
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org	3	1
Accounting Technician	7/21/2023	9/18/2023	Circa		
			CPB		
			Indeed	4	1
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org		
Technical Support Specialist (2)	7/21/2023	9/18/2023, 9/18/2023	Circa		
			CPB		
			Indeed		
			Internal Applicant	1	1
			LinkedIn		
			NETA		
			PMBA		
			WETA.org	2	1
Research Producer	8/3/2023	10/16/2023	AAJA		
			Circa		
			CPB		
			Indeed	1	
			Internal Applicant	2	1
			Journalism Job	1	
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	2	
			WETA.org	7	
News Assistant	8/9/2023	10/16/2023	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job	2	1
			LinkedIn	2	
			Media Bistro	1	
			NABJ		
			NAHJ		
			PBS Newshour.org	1	
			WETA.org		
Director of Facilities & Administration	8/31/2023	10/23/2023	Circa		
			CPB		
			Indeed	2	
			Internal Applicant		
			LinkedIn	2	1
			NETA		
			PMBA		
			WETA.Org	3	
Manager Planned Gifts	8/7/2023	11/13/2023	AFP		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NCGPC		
			NETA		
			PMBA		
			WETA.org	3	1
Managing Editor, Reading Universe	8/21/2023	11/13/2023	Circa		

			Internal Applicant		
			CPB		
			EWA (Education Writers Association)		
			Indeed	1	
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.Org	4	1
Senior Video Producer, Learning Media	9/7/2023	11/27/2023	Circa		
			CPB		
			Indeed	1	
			Internal Applicant		
			LinkedIn	3	1
			NETA		
			PMBA		
			WETA.Org	4	
Associate Production Manager	9/13/2023	11/27/2023	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant	1	
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org		
			WETA.org	4	1
Director, Live News Production	8/22/2023	12/29/2023	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	3	
			NETA		
			PMBA		
			WETA.Org	2	1
Editor-Local Production	9/25/2023	1/2/2024	Circa		
			CPB		
			Indeed		
			Internal Applicant	2	
			LinkedIn		
			NETA		
			PMBA		
			WETA.Org	2	1
Producer, Politics and White House	10/3/2023	1/2/2024	AAJA		
			Circa		
			CPB		
			Indeed	2	
			Internal Applicant	1	
			Journalism Job	1	
			LinkedIn	2	
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org		
			WETA.org	4	1
News Assistant	8/9/2023	1/2/2024	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job	2	
			LinkedIn	2	1
			Media Bistro	1	
			NABJ		
			NAHJ		
			PBS Newshour.org	1	
			WETA.org		
Sr. Recruiter	11/7/2023	1/16/2024	Circa		
			Indeed	2	
			Internal Applicant		
			LinkedIn		
			WETA.Org	1	1
Database and Membership Coordinator	11/8/2023	2/5/2024	Circa		
			Indeed		
			Internal Applicant		
			LinkedIn	5	1

			Internal Applicant		
			WETA.Org		
Legal Assistant	12/14/23	2/12/2024	Circa		
			Indeed	5	
			Internal Applicant		
			LinkedIn		
			WETA.Org	2	1
Director of Instructional Design, Reading Universe	10/18/2023	2/12/2024	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn	2	1
			NETA		
			PMBA		
			WETA.Org	6	
Sr. Manager, Audience Services	1/5/2024	2/26/2024	Circa		
			Indeed	1	
			Internal Applicant	1	1
			LinkedIn		
			WETA.Org	3	
Live News Director, PBS Newshour	12/11/2023	2/26/2024	Circa		
			Indeed		
			Internal Applicant	1	1
			LinkedIn		
			WETA.Org	4	
Manager, Donor Care	11/14/2023	3/4/2023	Circa		
			Indeed	2	1
			Internal Applicant		
			LinkedIn		
			WETA.Org	4	
Marketing Associate	12/21/2023	3/4/2024	Circa		
			Indeed	2	1
			Internal Applicant		
			LinkedIn	1	
			WETA.Org	3	
Audio Techician	1/23/2024	3/11/2024	Circa		
			Indeed		
			Internal Applicant		
			LinkedIn	1	
			WETA.Org	3	1
Associate Producer-Social Media-Washington Week, PBS News	10/3/2023	3/25/2024	AAJA		
			Circa		
			CPB		
			Indeed	1	
			Internal Applicant		
			Journalism Job	1	
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	2	1
			WETA.org	1	
Facilities Coordinator	1/29/2024	3/25/2024	Circa		
			Indeed	1	
			Internal Applicant		
			LinkedIn	1	
			WETA.Org	3	1
Sr. News Producer, Newsdesk PBS, Newshour	1/19/2024	4/1/2024	Circa		

			Internal Applicant		
			Indeed	1	
			Internal Applicant		
			LinkedIn	1	1
			PBS Newshour.org		
			WETA.org	5	
EVP & Chief Revenue Officer	11/15/2023	4/8/2024	Circa		
			Diversified Search Group	19	1
			Indeed		
			Internal Applicant	1	
			LinkedIn		
			WETA.Org		
Social Media Producer SRL	2/8/2024	5/28/2024	AAJA		
			Circa		
			CPB		
			Indeed	1	
			Internal Applicant		
			Journalism Job		
			LinkedIn	1	1
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org		
			WETA.org	4	
Producer, National Affairs	2/21/2024	5/6/2024	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	3	1
			WETA.org	2	
Revenue Processing Associate	3/26/2024	5/28/2024	Circa		
			CPB		
			Idealist		
			Indeed	1	
			Internal Applicant	1	
			LinkedIn	1	
			NETA		
			PMBA		
			WETA.org	3	1
			Zip Recruiter	1	
News Assistant	3/29/2024	5/28/2024	AAJA		
			Circa		
			CPB		
			Indeed		
			Internal Applicant		
			Journalism Job		
			LinkedIn		
			Media Bistro		
			NABJ		
			NAHJ		
			PBS Newshour.org	3	1
			WETA.org	1	
Sr. Scheduling Associate	4/3/2024	5/6/2024	Circa		
			CPB		
			Indeed		
			Internal Applicant		
			LinkedIn		
			NETA		
			PMBA		
			WETA.org	3	1
Lighting Director 1	4/5/2024	5/27/2024	CPB		
			Internal Applicant		
			Indeed		
			LinkedIn		
			PMBA		
			WETA.org	3	1
Total:				273	44

EEO Public File Report
WETA TV/FM and NewsHour Productions LLC
Recruitment Sources List
June 1, 2023 - May 31, 2024

RECRUITMENT SOURCES	Contact	INTERVIEWED	HIRED
Asian American Journalists Association (AAJA) T: (202) 729-8383 WINDSOR, CA 95492 US	AAJA Career Center: home (aajacareers.org)		
Association Of Fundraising Professionals (AFP) 4200 Wilson Blvd Ste 480 Arlington, VA 22203	Association of Fundraising Professionals (afpglobal.org)		
Circa 23811 Network Place Chicago, IL 60673 WETA partners with Circa to connect with diverse job seekers. WETA job postings are redistributed to DC/VA/MD based organizations that serve diverse populations. WETA selects various sources within Circa based on each individual job posting. Please see the final page for a list of all Circa-sourced organizations utilized by WETA.	Kayleigh Wier kayleigh.wier@circaworks.com 800-984-3775	3	
Corporation for Public Broadcasting (CPB) 401 Ninth Street, N.W. Washington, DC 20006	http://www.cpb.org	1	
Education Writers Association (EWA) 1825 K St NW Washington, DC 20006	https://ewa.org		
Diversified Search Group 2005 Market Street, Floor 33 Philadelphia, PA 19103		19	1
Handshake is an online platform that allows employers to post job vacancies to selected member colleges and universities at one time versus individual postings. We have leveraged this platform to post to the following schools listed below.	https://www.joinhandshake.com/employers-premium/	1	
Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	http://www.indeed.com/	32	4
Idealist 389 5th Ave New York, NY 10016	Nonprofit Jobs, Volunteering, and More - Idealist		
Internal Applicant	N/A	12	4
LinkedIn 2029 Sterling Court Mountain View, CA 94043	https://www.linkedin.com	32	8
Media bistro 825 8th Ave 29th Fl, New York, NY 10019	https://www.mediabistro.com	2	
National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3101 College Park, Maryland 20742	NABJ – The National Association of Black Journalists (nabjonline.org)		
National Association Hispanic Journalists (NAHJ) 1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	https://www.nahjcareers.org		
National Education Telecommunication Association (NETA) 939 South Stadium Road Columbia, SC 29201	NETA (netaonline.org)		
National Capital Gift Planning Council (NCGPC) 3337 Duke St Alexandria, VA 22314	Charitable Giving National Capital Gift Planning Council (necgpc.org)		
Journalism Job 510-508-7386	www.journalismjobs.com	12	1

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PBSNewsHour.org 3939 Campbell Avenue Arlington, VA 22206	http://www.pbs.org/newshour/	25	5
Public Media Business Association (PMBA) 1300 Piccard Dr. Ste LL14 Rockville, MD 20850	www.pmbaonline.org		
Stanton Chase 10 G Street N.E., Suite 600 Washington, D.C. 20002	https://www.stantonchase.com/	7	1
WETA.Org 3939 Campbell Avenue Arlington, VA 22206	http://www.weta.org	125	20
Zip Recruiter 604 Arizona Ave Santa Monica	https://www.ziprecruiter.com/	2	
		Total Interviewed:	Total Hired:
		273	44

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Circa - Full posting list

100 Black Men of Greater Washington, DC	Hispanic Chamber of Commerce - Montgomery County	Year Up - DC
40 Plus of Greater Washington	Howard University	Year Up - National Capital Region
American Association of Community Colleges	Jubilee Jobs	
American Association of People with Disabilities	Kogod School of Business, American University -	
American Council for the Blind	Accounting Club	
American Job Center - Southeast	Korean American Women's Chamber of Commerce	
American Job Center - Headquarters	MANA - A National Latina Organization - DC	
American University Career Center	Maryland Society of Accounting & Tax Professionals	
Arlington Employment Center	Mid-America Christian University	
Army Community Service/Employment Readiness Program-Fort Belvoir	National Association for Black Veterans - Prince George	
Asian Pacific Islander American Scholarship Fund	County Chapter #0089	
Association of Latino Professionals in Finance and Accounting UMD Chapter	NABA Metropolitan Washington, DC Chapter	
Black Woman's Agenda, Inc.	National Association of Veteran Serving Organizations	
Catholic Charities - DC& Maryland	Network of South Asian Professionals	
Catholic University of America	NLGA: the Association of LGBTQ Journalists	
Center for Employment Training	Oklahoma City University	
Center for Minority Veterans	Oklahoma City Vet Center	
Concerned Black Men - National Office	Oklahoma Department of Veteran Affairs	
Department of Employment Services	P3	
DC Mayor's Office of LGBTQ Affairs	Prince George's County Workforce Development	
DeVry University-Naperville Center	The Navy Transition Assistance Program - Walter Reed National Military Medical Center	
Disabled American Veterans - Federal Chapter #1	Tinker AFB Transition Assistance Program	
Diversity Center of Oklahoma Inc.	Trinity University - DC	
ESGR - Employer Support of the National Guard and Reserve DC	University of Maryland Association of Black Journalists	
Gallaudet University - Career Center	Washington Adventist University	
Georgetown University Career Services	Washington Association of Black Journalists	
Greater Washington Hispanic Chamber of Commerce	Washington Interfaith Network	
Hiring Our Hero's	World Neighbors Inc	

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Handshake (full posting list)	
Agnes Scott College	Morehouse College
Alabama A&M University	Morgan State University
Alcorn State University	Nazareth University
American University	New Mexico State University
Arizona State University	New York University
Atlanta University Center Consortium	Norfolk State University
Auburn University	North Carolina Central University
Baruch College, The City University of New York (CUNY)	Northen Arizona University
Bates College	Northwestern Oklahoma State University
Binghamton University	Northwestern State University
Boston University	Northwestern University
Bowie State University	Notre Dame of Maryland University
Bowling Green State University	Oklahoma Christian University
Brandeis University	Oklahoma City University
Brown University	Pitzer College
Butler University	Point Park University
California Baptist University	Pomona College
California State University, Northridge	Prairie View A&M University
Canisius University	Princeton University
Career and Internship Connection Consortium	Purdue Northwest
Carnegie Mellon University - CMU	Rice University
Case Western Reserve University	Rider University
Clafin University	Rutgers University - New Brunswick (Flagship Campus)
Claremont Consortium	San Jose State University
Claremont Graduate University	Sarah Lawrence College
Claremont McKenna College	Scripps College
Clark Atlanta University	Seton Hill University
Clarkson University	Simmons University
Colorado College	South Dakota State University
Columbia University	Southern University and A&M College and Baton Rouge
Davidson College	Southwestern Oklahoma State University
Delaware State University	Spelman College
Denison University	St. John's University - New York
DePaul University	St. Lawrence University
Dickinson College	State University of New York at Fredonia
Drexel University	State University of New York at Geneseo
Eastern Michigan University	State University of New York at New Paltz
Emory University	State University of New York at Oswego
Fayetteville State University	State University of New York at Plattsburgh
Florida International University	Stevenson University
Frostburg State University	Stonehill College
George Mason University	SUNY College of Technology at Canton
Georgetown University	Syracuse University
Georgia State University	Tennessee State University
Grambling State University	Texas Southern University
Harvey Mudd College	The Catholic University of America
Hobart and William Smith Colleges	The Craig Newmark Graduate School of Journalism at CUNY
Hofstra University	The Graduate School and University Center of The City University of New York
Hood College	The Ohio State University Department of Athletics
Howard University	The State University of New York at Potsdam
Ithaca College	The University of Oklahoma
Johns Hopkins University	The University of Scranton
Kalamazoo College	The University of Texas at Dallas
Keck Graduate Institute	The University of Texas at Tyler
Langston University	The University of Texas Permian Basin
Lebanon Valley College	The University of Texas Rio Grande Valley
Longwood University	Towson University
Marymount University	Trinity University
Maryville College	Trinity Washington University
Messiah University	Tufts University
Michigan State University	University at Albany
Middle Georgia State University	University at Buffalo

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University of California Berkeley
University of California, Irvine
University of California, Los Angeles
University of Central Missouri
University of Delaware
University of Georgia
University of Illinois Springfield
University of Illinois Urbana - Champaign
University of Louisiana at Lafayette
University of Mary Washington
University of Maryland - College Park
University of Maryland, Baltimore County
University of Massachusetts Dartmouth
University of Miami
University of Missouri - Columbia
University of Nebraska - Lincoln
University of New Mexico
University of North Carolina - Chapel Hill
University of North Florida
University of Northwestern - St. Paul
University of Northwestern Ohio
University of Notre Dame
University of Pittsburgh
University of Richmond
University of Rochester
University of San Diego
University of South Florida
University of Southern California
University of Texas at Austin
University of the District of Columbia (UDC)
University of Virginia
University of Washington - Seattle /Bothell
University of Washington Tacoma
University of West Florida
University of Wisconsin - Whitewater
University of Wisconsin Oshkosh
University of Wisconsin - Eau Claire
University of Wisconsin - La Crosse
University of Wisconsin - Madison
University of Wisconsin - Milwaukee
University of Wisconsin - Parkside

University of Wisconsin - Platteville
University of Wisconsin - River Falls
University of Wisconsin - Stevens Point
University of Wisconsin - Superior
Ursinus College
Vanderbilt University
Vassar College
Villanova University
Virginia State University
Virginia Tech
Wake Forest University
Washington University in St. Louis
Webster University
Wellesley College
Xavier University of Louisiana