

2021 ANNUAL EEO PUBLIC FILE REPORT

Bellevue College

Station: KBCS (FM-HD-NCE), Bellevue, WA
Reporting Period: September 30, 2020 – September 29, 2021
Full Time Employees: Between 5 and 10
Small Market: No

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):

- (1) Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

KBCS is a noncommercial educational radio station that utilizes a community radio programming format. The majority of KBCS programming is produced and hosted by over 50 local community volunteers. All of KBCS on-air volunteer hosts must complete an established radio broadcasting learning/training program where they are instructed in broadcasting best practices, audio production techniques, the proper use of standard broadcast equipment, hardware, audio editing software, and other related broadcast technical skills. They are also instructed in FCC rules and regulations as those regulations pertain to aspects of broadcasting that they need to be aware of in the performance of their on-air duties. This includes awareness and instruction in the FCC EEO requirements. The training of these community volunteers is ongoing and both their on-air and off-air broadcast/station operations performance is routinely evaluated and professional feedback is offered to improve performance and correct deficiencies if they occur.

KBCS provides student internship opportunities for both college and high school students. During this reporting period there are six college and high school students working under the oversight of the KBCS News Director in acquiring the basic skills of broadcast journalism including on air reporting, journalistic ethics, and advanced audio production techniques.

Currently, there is one college student intern that hosts and produces a weekday live afternoon music program on KBCS under the guidance of the KBCS Music Director. There is also a college student intern that works with the KBCS Music Director as a Music Librarian.

Due to the ongoing COVID 19 virus pandemic access to the campus where the KBCS studios are located is restricted. Many of our local volunteer hosts continue to produce their programs for broadcast from home recording studios that they have set up on their own. Despite these COVID 19 restrictions and limitations, we remain committed to continuing our long tradition of community radio programming that reflects the diversity and unique cultural traditions of the community we serve.

During this 2021 EEO reporting period KBCS added two new locally hosted and produced weekly programs that further celebrate and promote the diversity of the community that we serve. These new program offerings feature Slavic music produced and hosted by local volunteers of Slavic heritage called *Balkana* and another new weekly program featuring Brazilian music called *Brasilidade*, that is hosted by a local volunteer of Brazilian heritage.

(2) 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 this reporting period, KBCS committed to a partnership with the Occupational & Life Skills (OLS) program at Bellevue College. This partnership will provide adult students with learning disabilities the opportunity to work at KBCS. On August 12, KBCS hosted an event at the KBCS studios during a OLS Summer Camp Job Fair that included 10 OLS high school students and their instructors for a tour of the KBCS facilities and an informational meeting on general job opportunities and paid student internships at KBCS. The tour included a discussion led by the station General Manager on the variety of job opportunities in the broadcasting industry.

(3) Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

This year the KBCS News Department entered into a collaborative partnership with the *Asian Pacific Islander Americans for Civic Empowerment (APACE)* nonprofit organization to train students working through their organization in the fundamentals of broadcasting and broadcast journalism. There are currently four APACE student interns enrolled in the KBCS sponsored training program that are working in news production and audio editing remotely for *The Grit*, a locally produced weekday news and public affairs program on KBCS.

On Wednesday, July 14th, the KBCS News Director participated as one of three panelists in a National Federation of Community Broadcasters (NFCB) instructional forum for community radio stations across the country that are interested in setting up a news department at their stations. Three different journalists from three different stations in three different time zones shared ideas and resources for community stations across the country ready to invest in starting up a news effort. These journalists shared a range of approaches to producing local news,

including writing headlines, sourcing free audio segments, engaging via social media, involving students, covering social movements, and highlighting marginalized voices. There were also discussions on the need to ensure greater diversity among the news staff.

KBCS news collaborated with *The International Examiner* on local election coverage in 2020. The *International Examiner* is the oldest and largest nonprofit, pan-Asian Pacific American publication in the Pacific Northwest. Further collaborations are planned.

(4) Provided training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.

Bellevue College provides two management training programs with the focus on diversity and inclusivity hiring initiatives for all staff members that wish to participate on hiring committees at Bellevue College.

Recruiting and Selecting Excellence equips employment search committees with the foundation knowledge for conducting a fair, impartial, and equitable search. It also connects committees with time-saving resources and provides an overview of how the Office of Human Resources can support search committees during the recruitment and selection process.

Equity in the Selection Process focuses on understanding bias and minimizing bias during the selection process. It also provides an overview of how the college Office of Equity, Diversity, and Inclusion can support committees during the recruitment and selection process.

Each year, all KBCS officials including the full-time staff, part-time staff, and all student interns and workers are required to complete a formal training program on raising awareness on the need to eliminate workplace harassment.

(5) Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Bellevue College provides continuing management training programs at no cost to all full-time employees of the college. This includes the full-time radio staff. All KBCS staff are encouraged to participate in these management training programs and allowances are made for the radio staff to participate in these management training opportunities during regular work hours at their full rate of pay.

LIST OF POSITIONS FILLED

There were no full-time positions filled at KBCS during this reporting period.